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Composition of the Secretariat*

Report of the Secretary-General

Summary

The present annual report provides information on certain demographic characteristics of the staff of the Secretariat and on the system of desirable ranges for the geographical distribution of staff. The report covers the period from 1 July 2000 to 30 June 2001.

* In December 1971, the General Assembly requested the Secretary-General to report statistics on the composition of the staff as of 30 June each year (see *Official Records of the General Assembly, Twenty-sixth Session, Annexes*, agenda item 84, document A/8604, paras. 34-37). There is therefore insufficient time available to collect and analyse the data and write the present report within the established goal of its completion 10 weeks before the start of the annual General Assembly session.

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Abbreviations

DM	Department of Management
DM/OCSS	Office of Central Support Services
DM/OHRM	Office of Human Resources Management
DM/OPPBA	Office of Programme Planning, Budget and Accounts
DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGAACS	Department of General Assembly Affairs and Conference Services
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD	Special Missions
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
ICJ	Registry of the International Court of Justice
ICSC	Secretariat of the International Civil Service Commission
ICTR	International Criminal Tribunal for Rwanda
ICTY	International Criminal Tribunal for the Former Yugoslavia
INTERORG	Inter-organization bodies:
	Joint Inspection Unit (JIU)
	Consultative Committee on Administrative Questions (CCAQ)
	International Computing Centre (ICC)
	Information Systems Coordination Committee (ISCC)
ITC	International Trade Centre
OCHA	Office for the Coordination of Humanitarian Affairs
ODCCP	Office for Drug Control and Crime Prevention
OHCHR	Office of the United Nations High Commissioner for Human Rights
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs

OSRSGCAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
REGCOM	Regional Commissions Liaison Office
UNCC	United Nations Compensation Commission
UNCHS	United Nations Centre for Human Settlements (Habitat)
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFIP	United Nations Fund for International Partnerships
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
UNFSTD	United Nations Fund for Science and Technology for Development
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNITAR	United Nations Institute for Training and Research
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNOIP	United Nations Office of the Iraq Programme
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOPS	United Nations Office for Project Services
UNOV	United Nations Office at Vienna
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University
WTO	World Trade Organization

I. Introduction

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with requests made by the General Assembly in its resolutions concerning human resources management. The most recent of these resolutions are Assembly resolutions 49/222 A of 23 December 1994, 51/226 of 3 April 1997, 52/219 of 22 December 1997, 53/221 of 7 April 1999 and 55/258 of 14 June 2001. The report provides information on certain demographic characteristics of the staff of the Secretariat and on the system of desirable ranges of the geographical distribution of staff.

2. Chapter II of the report constitutes the traditional report on the composition of the Secretariat, adding last year's data to data series on which reporting has taken place over many years: it focuses in particular on staff in posts subject to geographical distribution, facilitating the assessment of trends over time. In accordance with paragraph 4 of section IX of General Assembly resolution 53/221, the practice of showing the representation of staff according to major geographical groupings has been discontinued. Countries are listed in alphabetical order.

3. The secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee (UNJSPF) constitutes an inter-organization entity, not part of the Secretariat: as a result, it is not included in the statistics; nor is the staff of ICSC. However, the names of these staff members are included in the companion report mentioned below.

4. The list of staff of the United Nations Secretariat is published in document ST/ADM/R.56, which identifies the staff by organizational entity, functional title, grade and nationality. Information concerning gender issues is elaborated in the report of the Secretary-General on the improvement of the status of women in the United Nations system (A/56/472).

5. Chapter III of the report provides information on the system of desirable ranges for the geographical distribution of staff, in particular on the methodology for deriving weighted ranges.

6. Chapter IV of the report contains information on human resource demographics. It provides an analysis of the main characteristics of the staff of the Secretariat, trends and changes over time in that population. It contains a forecast on changes in expected staff requirements related to anticipated retirements.

7. Data in the report is current as of 30 June 2001, and refers to organizational entities in existence as of that date.

II. Composition of the Secretariat

A. Staff of the United Nations

8. The authority of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states: "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly".

9. A number of subsidiary programmes, funds and organs of the United Nations enjoy special status granted by the General Assembly for the appointment of their staff: United Nations Children's Fund (UNICEF); United Nations Development Programme (UNDP); Office of the United Nations High Commissioner for Refugees (UNHCR); United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); United Nations University (UNU); Secretariat of the International Civil Service Commission (ICSC); UNJSPF; Registry of the International Court of Justice (ICJ); International Trade Centre (ITC). The present report is therefore not designed to contain comprehensive information about them.

10. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

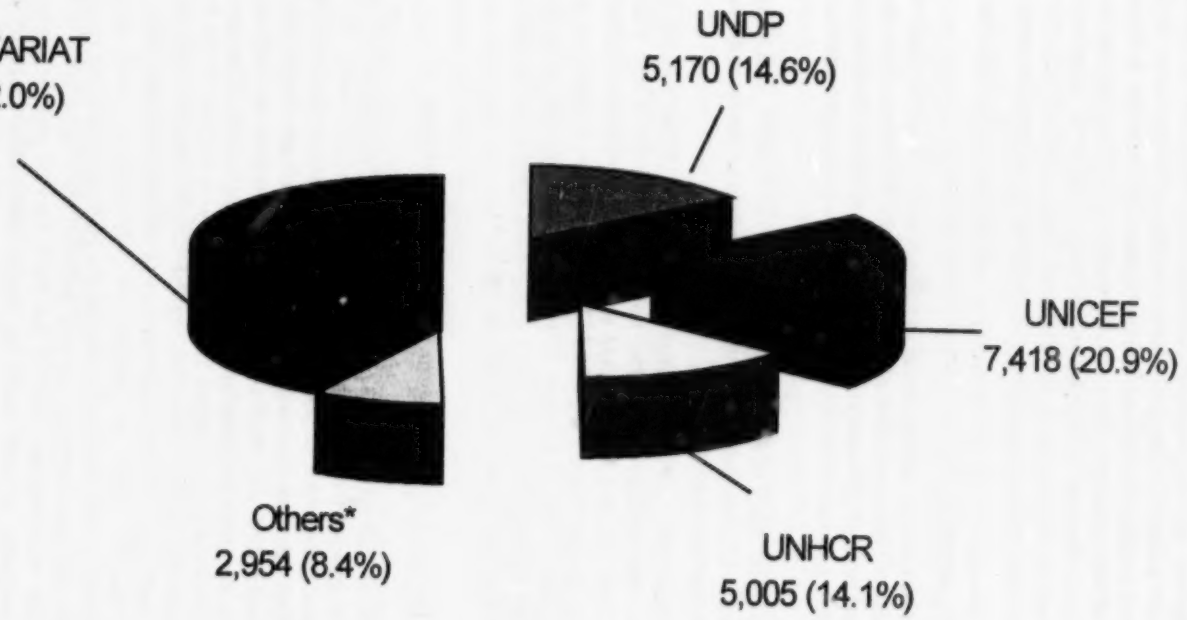
11. These principles apply to all the staff of the United Nations, including the staff of the secretariats of the above subsidiary programmes, funds and organs with special status in matters of appointment.

12. As of 30 June 2001, the total number of staff of the United Nations Secretariat and those units with special status who hold appointments of one year or more amounted to 35,441. Of this total, 14,874 staff paid from various sources of funds are assigned to the Secretariat and 20,567 staff to other entities of the United Nations (see figure I). As of 30 June 2001, 7,835 staff encumber the 8,989 posts authorized in the regular budget for 2001 (for further details on the composition of the staff by category and source of funds, see table A).

B. Staff recruited under the system of desirable ranges

13. Within the overall total of 14,874 staff who hold appointments of one year or more, a limited group of staff of the Secretariat is recruited under the system of desirable ranges. The number of posts subject to geographical distribution, which is used to determine the desirable range for each Member State, is detailed in chapter III of the present report. The staff concerned are referred to as "staff appointed to posts subject to geographical distribution"; they number 2,445. They are appointed by the Secretary-General for a period of at least one year to posts in the Professional and higher categories funded under the regular budget. Several categories of staff are excluded: staff appointed to the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment; staff appointed to peacekeeping posts, posts specifically funded for other field mission service or posts financed under the peacekeeping support account; staff appointed to posts with special language requirements; staff in the Field Service and the General Service and related categories of staff (such as Trades and Crafts, Security and Safety Service, Public Information Assistants) who are locally recruited; staff appointed to posts for service limited to the United Nations Environment Programme (UNEP), the United Nations Centre for Human Settlements (UNCHS) or the Office for Drug Control and Crime Prevention (ODCCP); staff appointed to posts financed on an inter-agency basis; staff appointed to posts of technical cooperation projects; national officers at United Nations information centres; staff on special leave without pay; and staff on secondment to other organizations.

Figure I
Staff of the Secretariat and other entities of the United Nations



* Comprising ICJ, ICSC, ITC, UNFPA, UNITAR, UNJSPF, UNOPS, UNRWA and UNU.

Table A
Staff of the United Nations Secretariat and other entities, by category and source of funds, as of 30 June 2001

	Regular budget				*Extrabudgetary resources*				
Entity	*Professional and higher*	*Project personnel*	*General Service and related*	*Total*	*Professional and higher*	*Project personnel*	*General Service and related*	*Total*	*Grand total*
United Nations Secretariat	2 978	25	4 482	7 485	2 530	811	4 048	7 389[a]	14 874
UNDP					922[b]	201	4 047[d]	5 170	5 170
UNFPA					265[b]	35[c]	862[d]	1 162	1 162
UNHCR	85		127	212	1 366		3 427	4 793	5 005
UNICEF					1 103[e]	1 727[f]	4 588	7 418	7 418
UNITAR					12	3	3	18	18
UNOPS					307	25	799	1 131	1 131
UNRWA[g]	75		10	85	18			18	103
ITC[h]					65	37	94	196	196
ICSC					16		20	36	36
UNJSPF					43		93	136	136
ICJ	22		31	53					53
UNU					21	32	66		119
Total	**3 160**	**25**	**4 650**	**7 835**	**6 668**	**2 871**	**18 047**	**27 586**	**35 421**

[a] Including 22 Professional and 102 General Service staff against revenue-producing accounts.
[b] Including staff charged to UNDP core budget, funds managed by UNDP and UNDP supplementary funds.
[c] Including Junior Professional Officers.
[d] Including National Officers and Field Service Officers.
[e] Including international Professional and National Officers occupying posts funded by regular resources, i.e., support budget.
[f] Including international Professional and National Officers occupying posts funded by other resources, i.e., project funds.
[g] Excluding area staff.
[h] A number of posts in ITC are financed jointly by the United Nations from the regular budget and by WTO.
[i] Including 1,220 staff in peacekeeping operations with appointments of limited time duration but excluding local staff of peacekeeping operations regardless of the source of funding.

C. Representation of Member States

14. Each Member State is grouped into one of four categories: unrepresented, under-represented, within range and over-represented. A Member State is "unrepresented" when none of its nationals have been appointed to a post subject to geographical representation; it is "under-represented" when the number of its nationals appointed to such posts is below the lower limit of the desirable range; it is "within range" when the number of its nationals appointed to such posts is within the upper and lower limits of the desirable range; and it is "over-represented" when

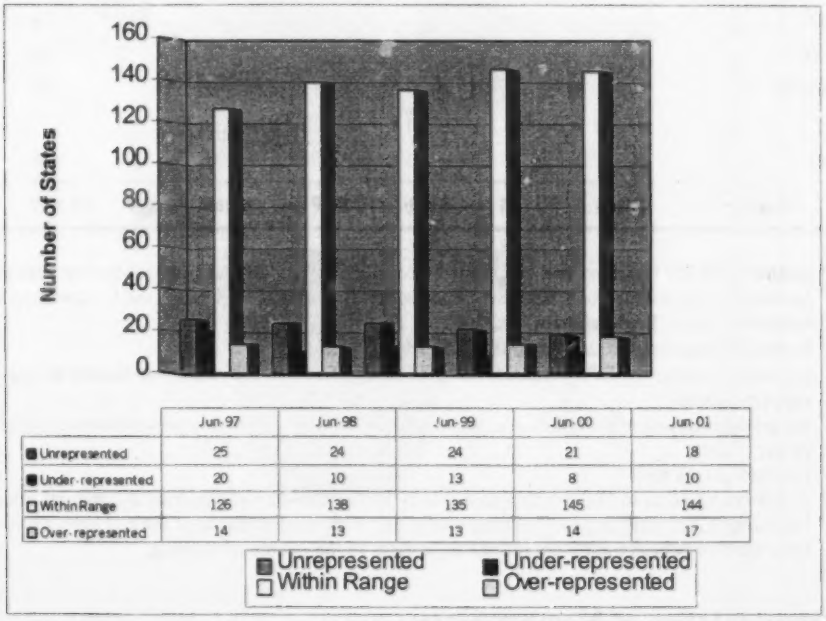
the number of its nationals appointed to such posts exceeds the upper limit of the desirable range.

15. As of 30 June 2001, 18 Member States were unrepresented compared with 21 in June 2000: Andorra, Bahrain, Brunei Darussalam, Guinea-Bissau, Kiribati, Marshall Islands, Monaco, Nauru, Palau, Qatar, Republic of Moldova, Samoa, Sao Tome and Principe, Tajikistan, Tonga, Turkmenistan, United Arab Emirates and Uzbekistan. Ten Member States were under-represented, compared with 8 in June 2000: Austria, Brazil, China, Greece, Japan, Kuwait, Norway, Portugal, Republic of Korea and Saudi Arabia. Seventeen Member States were over-represented: Belgium, Cameroon, Chile, Egypt, Ethiopia, India, Kenya, Lebanon, Nigeria, Pakistan, Philippines, Russian Federation, Senegal, Sweden, Thailand, Uganda and Ukraine. All other Member States are within range.

16. Figure II illustrates the evolution of the representation of Member States in terms of staff appointed under the system of desirable ranges for the five-year period from 1997 to 2001.

Figure II

Representation of Member States, June 1997-June 2001



	Jun-97	Jun-98	Jun-99	Jun-00	Jun-01
Unrepresented	25	24	24	21	18
Under-represented	20	10	13	8	10
Within Range	126	138	135	145	144
Over-represented	14	13	13	14	17

17. Tables 1 to 4 of the annex cover posts subject to geographical distribution: data in table 1 is arranged by nationality, grade and gender, compared with the mid-point of the desirable range and the range itself; data in table 2 is arranged by nationality and type of appointment, as of 30 June 2000 and 30 June 2001; data in table 3 shows appointments, arranged by nationality, grade and gender, for the period 1 July 2000-30 June 2001; and data in table 4 shows appointments and separations, arranged by nationality, type of appointment and gender, for the same period.

D. Representation of Member States at the senior and policy-making levels

18. By paragraphs 1 and 3 of section X of its resolution 55/258, the General Assembly requested the Secretary-General to ensure that, as a general rule, no national of a Member State succeeds a national of that State in a senior post and that there is no monopoly on senior posts by nationals of any State or group of States, and to take all necessary measures to ensure, at the senior and policy-making levels of the Secretariat, equitable representation of Member States, especially those with inadequate representation at those levels, unrepresented and under-represented, in particular developing countries, in accordance with the relevant resolutions of the General Assembly, and to continue to include relevant information thereon in all future reports on the composition of the Secretariat.

19. The senior and policy-making levels are defined as staff at the Principal Officer (D-1) grade and above. For reference and comparison with previous reports, table 9 of the annex contains data on senior officials appointed under the system of desirable ranges, including a breakdown by country of nationality.

20. Table B presents data on the representation of developing countries and other countries for all staff subject to geographical distribution appointed at the D-1 grade and above, for such staff appointed at the D-2 grade and above, and for all staff appointed at the grade of Assistant Secretary-General and above (for more detailed information on the representation of individual Member States at the senior and policy-making levels, see tables 1, 3 and 9 of the annex). For all grades D-1 and above, the ratio between staff from developing and other countries evolved from 46.7/53.2 in 1997 to 49.5/50.5 in 2000. At the D-2 grade and above, the same ratio between developing and other countries changed from 46.3/53.7 in 1997 to 52.7/47.3 in 2001. At the grade of Assistant Secretary-General and above, the ratio of 56.3/43.7 in 1997 changed to 55.0/45.0 in 2001.

E. Gender representation

21. Since the forty-fifth session of the General Assembly and in compliance with resolutions 45/239 C and 55/258, section XIV, the Secretary-General continues to report on efforts to increase the number of women in posts subject to geographical distribution in the Secretariat, particularly in senior and policy-making posts. During the period from 1 July 1997 to 30 June 2001, the number of female staff members at the D-1 grade and above increased from 62 to 106, an increase of 71 per cent. Table 5 of the annex shows staff in posts with special language requirements, by nationality, grade and gender. Table C shows the ratio of female to total staff in posts subject to geographical distribution for the five-year period 1997-2001. As of 30 June 2001, the number of female staff members appointed to posts subject to geographical distribution was 983, 40.2 per cent of the total and an increase of 1 per cent as compared with 2000. Over the last five years, the number of female staff in posts subject to geographical distribution has increased by more than 9 per cent. Gender information relating to the remaining staff population of the Secretariat, not subject to the system of desirable ranges, is presented in paragraphs 45 to 47 below.

Table B
Distribution of staff subject to geographical distribution among developing and other countries, 1999-2001

Group	*Year*	*Combined desirable ranges*	*Group mid-point*	*Percentage*	*Number of staff*	*Percentage*	*Number of staff at D-1 and above*	*Percentage*	*Number of staff at D-2 and above*	*Percentage*	*Number of staff at ASG and above*	*Percentage*
Developing countries	1999	851-1 151	1 000.6	38.5	1 024 (369)	42.8 (40.3)	151 (43)	47.9	53 (9)	49.1	23 (2)	57.5
	2000	855-1 157	1 006.4	38.7	1 022 (382)	43.0 (41.0)	150 (43)	48.5	52 (11)	49.1	21 (2)	56.8
	2001	896-1 213	1 054.6	40.6	1 038 (400)	42.7 (40.9)	161 (50)	49.5	59 (14)	52.7	22 (4)	55.0
Developed countries	1999	1 193-1 614	1 403.3	54.0	1 120 (506)	46.8 (55.3)	150 (48)	47.6	49 (11)	45.4	16 (3)	40.0
	2000	1 198-1 621	1 410.0	54.2	1 102 (508)	46.4 (54.5)	144 (50)	46.6	47 (11)	44.3	14 (3)	37.8
	2001	1 156-1 564	1 360.3	52.3	1 130 (526)	46.5 (53.8)	147 (53)	45.2	46 (10)	41.1	15 (3)	37.5
Countries in transition	1999	167-225	196.1	7.5	251 (40)	10.5 (4.4)	14 (1)	4.4	6 (1)	5.6	1 (0)	2.5
	2000	156-211	183.5	7.1	252 (42)	10.6 (4.5)	15 (2)	4.9	7 (1)	6.6	2 (0)	5.4
	2001	157-213	185.1	7.1	264 (52)	10.9 (5.3)	17 (3)	5.2	7 (1)	6.3	3 (1)	7.5
Total	1999	2 210-2 990	2 600.0	100.00	2 384 (881)	100.00 (100.0)	315 (92)	100.00	108 (21)	100.00	40 (5)	100.00
	2000	2 210-2 990	2 600.0	100.00	2 376 (936)	100.00 (100.0)	309 (95)	100.00	106 (23)	100.00	37 (5)	100.00
	2001	2 210-2 990	2 600.0	100.00	2 432 (978)	100.00 (100.0)	325 (106)	100.00	112 (25)	100.00	40 (8)	100.00

Source: *World Economic and Social Survey 2001* (United Nations publication, Sales No. E.2001.II.C.1).
Numbers in parentheses represent female staff members.

Table C
Ratio of female to total staff in posts subject to geographical distribution, 30 June 1997-30 June 2001

Year	*1997*	*1998*	*1999*	*2000*	*2001*
Total staff	2 461	2 400	2 410	2 389	2 445
Total female staff	901	885	919	936	983
Percentage female staff	36.61	38.87	38.13	39.17	40.2

22. The ratio of female to total staff in posts subject to geographical distribution and in posts with special language requirements, by grade, is shown in table D. The table compares data for 1991 and 2001. The percentage of female staff in posts subject to geographical distribution has risen from 29.2 per cent to 40.2 per cent of the total staff in such posts over the decade. The comparable percentage for female staff in posts with special language requirements has increased from 33.8 per cent to 38.4 per cent.

Table D
Ratio of female to total staff by grade, in posts subject to geographical distribution and posts with special language requirements, 1991 and 2001

	Geographical posts				*Language posts*[a]			
	1991		*2001*		*1991*		*2001*	
Level	*No. of female staff*	*Percentage*	*No. of female staff*	*Percentage*	*No. of female staff*	*Percentage*	*No. of female staff*	*Percentage*
USG	2	7.4	4	17.4				
ASG	0	0.0	4	23.5				
D-2	10	11.8	17	23.3				
D-1	20	8.2	82	38.3				
P-5	75	16.2	149	32.3	35	27.8	62	43.4
P-4	214	30.7	266	38.7	120	35.8	126	35.8
P-3	248	37.8	286	45.2	114	34.3	126	37.8
P-2	182	46.0	175	52.1	30	33.0	16	50.0
P-1	8	47.1	0	0.0	0	0.0	0	0.0
Total	**759**	**29.2**	**983**	**40.2**	**299**	**33.8**	**330**	**38.4**

[a] Language posts are from P-2 to P-5 only.

23. Table 3 of the annex provides details on the 159 appointments to posts subject to geographical distribution, by nationality, grade and gender, for the period from 1 July 2000 to 30 June 2001. Table E provides a condensed version of the same data.

Table E
Staff appointments to posts subject to geographical distribution, by gender, grade and number of nationalities, 1 July 2000-30 June 2001

	Female			Male		
	Number of female staff appointed	*Percentage of total appointments*	*Number of nationalities represented*	*Number of male staff appointed*	*Percentage of total appointments*	*Number of nationalities represented*
USG	1	25.0	1	3	75.0	3
ASG	0	0.0	0	1	100.0	1
D-2	0	0.0	0	1	100.0	1
D-1	3	30.0	3	7	70.0	7
P-5	4	23.5	4	13	76.5	12
P-4	7	46.7	7	8	53.3	8
P-3	18	51.4	14	17	48.6	15
P-2	46	60.5	20	30	39.5	18
P-1	0	0.0	0	0	0.0	0
Total	**79**	**49.7**	**37[a]**	**80**	**50.3**	**43[a]**

[a] Multiple appointments of staff have been made for some nationalities.

24. Tables 8.A-E of the annex report the gender distribution of staff in the Secretariat, by department or office and grade, as of 30 June 2001. Table 8.A reports on staff in posts subject to geographical distribution, by grade. Table 8.B provides comparable data for staff in posts with special language requirements. Table 8.C combines the data on staff in both those post categories. Table 8.D covers staff in the General Service and related categories, by gender. Table 8.E covers all 5,508 staff in the Professional and higher categories, by department or office and grade.

F. Recruitment activities

25. During the period from 1 July 2000 to 30 June 2001, 159 appointments were made under the system of desirable ranges. Of this total, as detailed in table 3 of the annex, 5 appointments (3.1 per cent) were of nationals of unrepresented Member States; 38 appointments (33.9 per cent) were of nationals of under-represented Member States; 109 appointments (68.6 per cent) were of nationals of Member States that were within range; and 6 appointments (3.8 per cent) were of nationals of previously over-represented Member States which are within range as of 30 June 2001. One appointment or 0.6 per cent was a national of the non-Member State of Switzerland.

26. Of the total of 159 appointments, 84 (52.8 per cent) were candidates who were successful in national competitive examinations for posts at the P-2 and P-3 levels. An additional successful candidate from the Comoros was placed in the UNJSPF secretariat. A total of 48 (57.1 per cent) of the 84 successful candidates in the examinations were women.

27. In 2001, 38 Member States were scheduled to participate in the National Competitive Examinations (Andorra, Antigua and Barbuda, Argentina, Austria, Bahrain, Bosnia and Herzegovina, Brunei Darussalam, Cambodia, China, Germany, Grenada, Honduras, Iceland, Italy, Japan, Kiribati, Kazakhstan, Kyrgyzstan, Liechtenstein, Malta, Marshall Islands, Micronesia, Moldova, Monaco, Norway, Oman, Palau, Samoa, Sao Tome and Principe, Saudi Arabia, Solomon Islands, Sweden, Tajikistan, Tonga, United Arab Emirates, United States of America, Uzbekistan and Vanuatu). Because of a lack of eligible candidates, examinations did not take place in Andorra, Kuwait, the Lao People's Democratic Republic and Palau. A total of 79 candidates from the 2000 examinations were successful: 30 have already been placed, 14 candidates were not available and 8 of the 25 candidates remaining on the roster are in the process of being recruited. One candidate from Italy requested to be removed from the roster. One candidate from Kyrgyzstan became ineligible.

28. Of the total of 159 appointments, 79 (49.7 per cent) were women, 24 of whom were from developing countries and 8 from countries with economies in transition.

29. In accordance with paragraph 17 of section V of General Assembly resolution 53/221, as confirmed in paragraph 13 of section IV of Assembly resolution 55/258, all 15 appointments at the P-2 level to posts requiring special language competence for conference services were made as a result of a successful competitive examination.

30. Table 6 of the annex presents data on staff in the Professional and higher categories who have been appointed specifically for mission service, by nationality, grade and gender, as of 30 June 2001, compared with the situation a year earlier. The current increase in the number of staff is due to the fact that 1,220 staff members with appointments of limited duration have been serving with peacekeeping operations for more than a year.

Special efforts for recruitment of candidates from national competitive examinations

31. The filling of vacant posts by candidates from national competitive examinations and the close monitoring of this process have become an established priority within the context of the human resource planning meetings organized with each department and/or office in 2000-2001. The existing roster of successful candidates has been updated with the assistance of the permanent missions of Member States to the United Nations. An electronic roster of candidates accessible by all programme managers in the global Secretariat has been developed.

32. Thirty-three (43.4 per cent) of the P-2 candidates were recruited by offices away from Headquarters, while 43 (56.6 per cent) were recruited for posts in New York. The United Nations Office at Geneva, the Department of Economic and Social Affairs, the Department of Management, the Office of Legal Affairs and the Economic Commission for Western Asia (ESCWA) recruited 52 candidates (61.9 per cent of all placed candidates). At the P-3 level, six candidates (75 per cent) were recruited by offices away from Headquarters and two candidates (25 per cent) were recruited by United Nations Headquarters. Table F presents placement data, by department or office, for the period July 2000-June 2001.

Table F
National competitive examination placement data, by department or office, July 2000-June 2001

Department	*P-2*	*P-3*
DESA	9	
DGAACS	1	1
DM	14	
DPA	3	
DPI	3	1
DPKO	3	1
ECA	3	1
ECE	2	
ECLAC	1	
ESCAP	6	1
ESCWA	1	2
OIOS	4	
OLA	7	
UNOG (OHCHR, UNCTAD)	14	
UNON (UNCHS, UNEP)	2	
UNOV (ODCCP)	4	
Total	77	7

III. System of desirable ranges for the geographical distribution of staff

33. Changes in the representation status of a Member State may result from several factors: the appointment or separation of staff; adjustments of the desirable range because of an increase or decrease in the number of posts subject to geographical distribution; changes in the number of Member States; changes in the scale of assessments; changes in the population of Member States; and changes in the status of individual staff members (such as departure on secondment or special leave without pay, return from secondment or special leave or change in nationality).

34. The criteria governing the system of desirable ranges are set out in chapter III of the report of the Secretary-General on the composition of the Secretariat dated 11 September 1998 (A/53/375 and Corr.1-3).

35. The base figure was adjusted in 1998 from 2,700 to 2,600 as a result of a decrease by more than 100 posts subject to the system of the desirable ranges compared to the base figure. The current post count for the desirable ranges is 2,642 as compared with 2,605 as of 30 June 2000. As the increase is less than 100 and has not reached a level above 2,700, no adjustment to the current 2,600 base figure is warranted.

36. Table 7 of the annex provides data pertinent to the application of the system of desirable ranges for the geographical distribution of staff. It also shows the weighted distribution of staff and the weighted staff position for each Member State, in points.

37. The data and methodology for deriving the weighted range, mid-point and staff position data for each Member State are presented in table 7 of the annex. As indicated in table G, the percentage of total staff by grade (column 2) is applied to the base figure of 2,600 (column 3). The resultant figure is weighted by the gross salary per annum in thousands of dollars (column 4) to produce a weighted base figure (column 5). As of 30 June 2001, the weighted average value of each post is 80.87 points (210,262/2,600). Accordingly, the weighted membership factor is 84,105 points (40 per cent of 210,262), the weighted population factor is 10,513 points (5 per cent) and the weighted contribution factor is 115,644 points (55 per cent). The above figures represent the global situation: for each Member State a separate calculation on the same basis results in an individual weighted base figure. The weighted mid-point in table 7 of the annex represents the sum of the weighted membership, population and contribution factors: the weighted range is calculated as 15 per cent upwards and downwards (but not less than 388 points up and down [4.8 x 80.87], with the upper limit being not less than 1,132 points [14 x 80.87]). The weighted staff position for each Member State comprises the total number of staff of that country by grade, multiplied by the gross salary per annum by grade.

Table G
Methodology for deriving weighted ranges

Grade	*Number of staff members (1)*	*Percentage of total staff (2)*	*Percentage applied to base figure (3)*	*Gross salary per annum (thousands of US$) (4)*	*Weighted base figure (5)*
USG	23	0.941	24.46	167	4 084
ASG	17	0.695	18.08	152	2 748
D-2	73	2.986	77.63	124	9 626
D-1	214	8.753	227.57	110	25 032
P-5	461	18.855	490.22	97	47 552
P-4	688	28.139	731.62	80	58 529
P-3	633	25.890	673.13	65	43 753
P-2	336	13.742	357.30	53	18 937
P-1	0			41	
Total	**2 445**	**100.000**	**2 600.00**		**210 262**

[a] Salary scale effective 1 March 2001.

IV. Human resource demographics

38. To meet the requirements of global human resources action plans and to track trends in the workforce, it is necessary to view Secretariat staff in a broader perspective. The presentation and analysis below covers Secretariat staff holding an appointment of one year or more, irrespective of their category, type of appointment and source of funding.[1] In conformity with these criteria, the base figure used for demographic analysis as at 30 June 2001 is 11,244. Secretariat-wide data and projections for the period 2001 to 2005 have been drawn from the database of the Integrated Management Information System (IMIS).

A. Demographic profile of Secretariat staff

Staff by category and grade

39. The base staff number of the present demographic analysis is 11,244. This represents an increase of 4.7 per cent as compared with the base number at 30 June 2000 (10,738). The increase in the Professional category corresponds to 3.7 per cent (136 staff). P-1 and P-2 grades have increased by 3 per cent (14) as compared with their situation at 1 July 2000. This modest increase means that the previous 13 per cent reduction in their numbers between 1 July 1999 and 30 June 2000 has been reversed. The increment for P-3 staff (5.4 per cent, 66 staff) has been the most significant increase in this category and was mainly obtained through promotions. Staff in the General Service and related categories has increased by 5.2 per cent (324 staff). The Director category has also seen an important increase since last year (5.7 per cent), albeit smaller in number, almost totally due to increasing numbers at the D-1 grade (7.3 per cent). Figure III shows the Secretariat staff by category, figure IV shows the number of staff by grade in the Professional and Director categories and figure V presents the number of staff by grade in the General Service and related categories.

40. Eight departments/offices[2] have seen staffing levels grow by 5 per cent or more since 1 July 2000. The most significant increases were in the Department of Peacekeeping Operations/Field Administration and Logistics Division (an increase by 101 staff or 20 per cent), the Department of Peacekeeping Operations other than the Field Administration and Logistics Division (80 staff, 25.8 per cent), UNEP (76 staff, 13.5 per cent), the United Nations Office at Nairobi (58 staff, 15.1 per cent), UNMOVIC (38 staff, 146 per cent), ECA (34 staff, 7.4 per cent), ECLAC (25 staff, 5.3 per cent) and UNOIP (22 staff, 44 per cent). Staff increases in the Field Administration and Logistics Division and in the rest of the Department of Peacekeeping Operations come in support of special field missions. UNEP has seen its second increase in substantive staff in two years and this has been matched by an increase in the support staff at the United Nations Office at Nairobi. Staff increases in UNMOVIC and in UNOIP are the result of adjusted substantive mandates. The United Nations Compensation Commission has decreased its staff by more than 5 per cent since 2000 (18 staff, 7.6 per cent).

41. As in the previous year, the numbers of staff in the Professional category (figure IV) show a concentration by more than two thirds at the P-3 and P-4 grades against a small P-1/P-2 base (3.8 per cent). In the Director category, D-1 numbers represent 75 per cent. In the General Service category, the numbers confirm that a

three-quarters majority of staff are concentrated in three grades (G-4, G-5 and G-6) (figure V).

Staff by department/office

42. Figure VI shows the breakdown of staff by department and/or office. Nearly 60 per cent of all Secretariat staff serve in eight departments and offices.[3] In New York, the Department of Management employs the most staff (11.2 per cent), closely followed by the Department of General Assembly Affairs and Conference Services (10.5 per cent). The United Nations Office at Geneva has the most staff of all offices away from Headquarters (9.8 per cent). Staff at United Nations Headquarters in New York represent 41 per cent of all Secretariat staff; the other 45 per cent is shared by seven overseas duty stations (Geneva, Nairobi, Vienna, Bangkok, Addis Ababa, Santiago and Beirut); staff in field missions make up 14 per cent.

Staff by nationality

43. More than 70 per cent of all staff come from 22 Member States. In the Secretariat, there are more than 400 nationals from each of the following seven Member States: United States of America, France, Kenya, the Philippines, United Kingdom, Russian Federation and Ethiopia. The inclusion of staff in the General Service and related categories increases staff from Member States and countries hosting headquarters and/or other major offices and regional commissions (Austria, Chile, Ethiopia, Lebanon, Kenya, Switzerland, Thailand and the United States). Changes in staff numbers between 1 July 2000 and 30 June 2001 have affected the representation of several Member States: 14 have seen the numbers of their nationals serving in the Secretariat increase by more than 10 persons since 1 July 2000.[4] One Member State[5] has decreased its representation by more than ten staff. Eighteen Member States remain unrepresented:[6] in all staff categories this number has remained the same since the previous year. Nationals from four previously unrepresented Member States[7] were recruited over the reference period.

Staff by gender

44. The global gender distribution of Secretariat staff shows an almost evenly balanced female/male staff distribution (51.2/48.8). The current situation represents an increase in the number of female staff by 0.5 per cent as compared with 30 June 2000. This nearly evenly balanced overall gender situation disguises differences in gender representation by category and by department or office. The two most senior grades of the Secretariat (USG and ASG) continue to have a low female staff representation (14.5 per cent, up 4 per cent since 2000). Female staff numbers remain also low in the Director category (29.2 per cent, up 1.3 per cent since 2000). However, female staff presence at the D-1 level has continued to improve considerably and stands now at 31.8 per cent, an increase of 2 per cent as compared with 2000. In the Professional category, the proportion of female staff is 38.5 per cent (up 0.1 per cent since 2000). It is higher at entry levels, where numbers are close to or above the General Assembly mandate of gender equality (52.8 per cent for P-2, 41 per cent for P-3). Female staff are a majority (63 per cent) in the General Service category. Two specific groups continue to have very low female staffing: the Security and Safety Service (9.2 per cent, up a second consecutive year by 1.7 per cent) and the Trades and Crafts category (3.1 per cent, a reduction by 0.5 per cent since 2000).

Figure III
Secretariat staff, by category, as of 30 June 2001

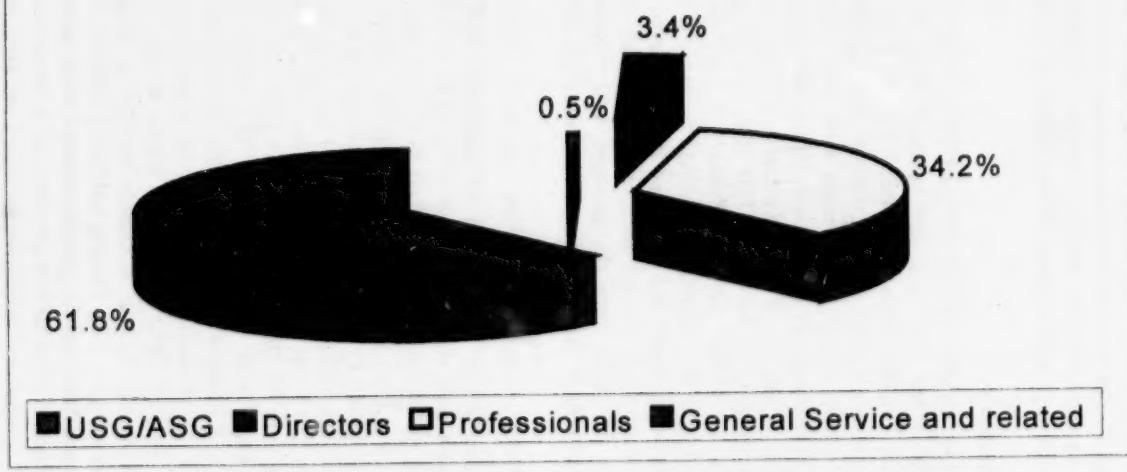


Figure IV

Grade distribution, Professional and Director categories, as of 30 June 2001

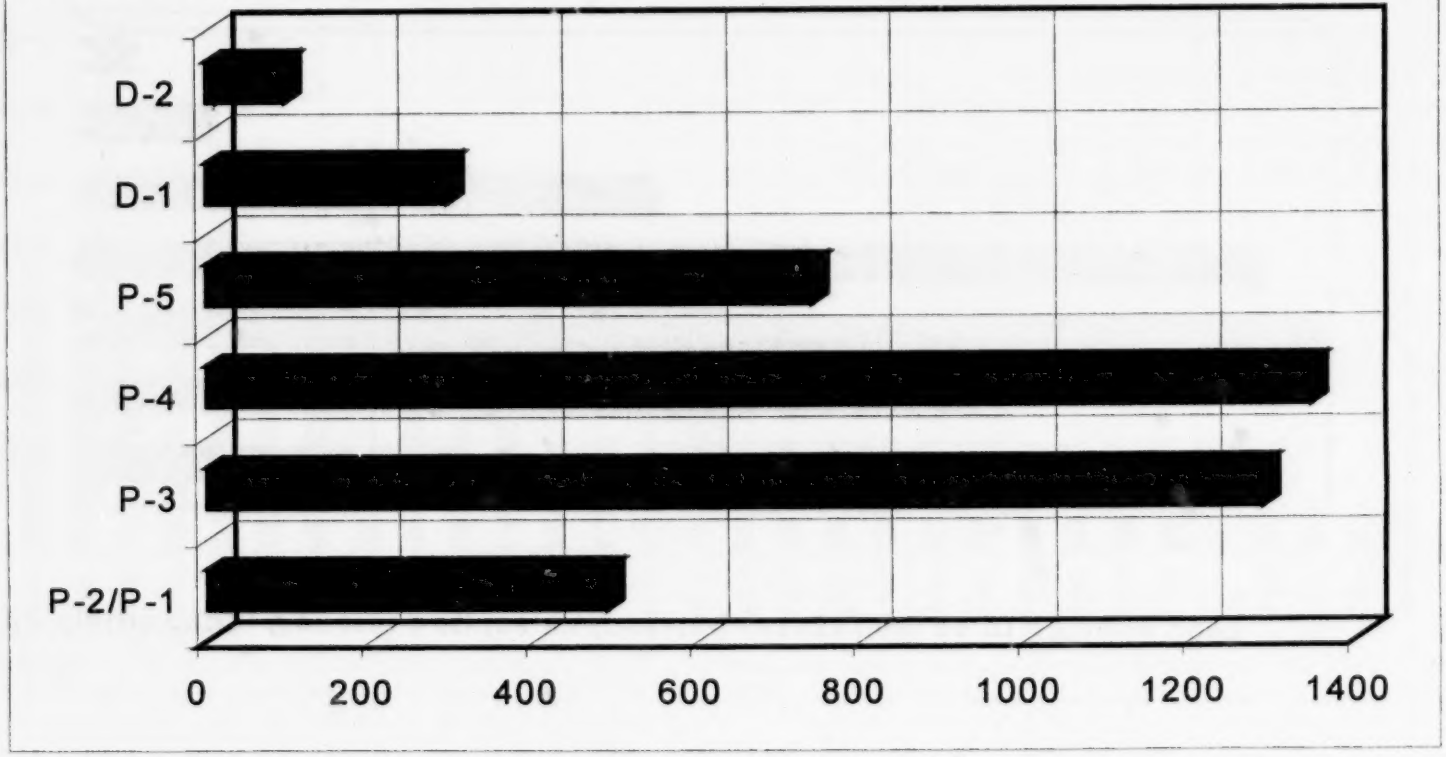
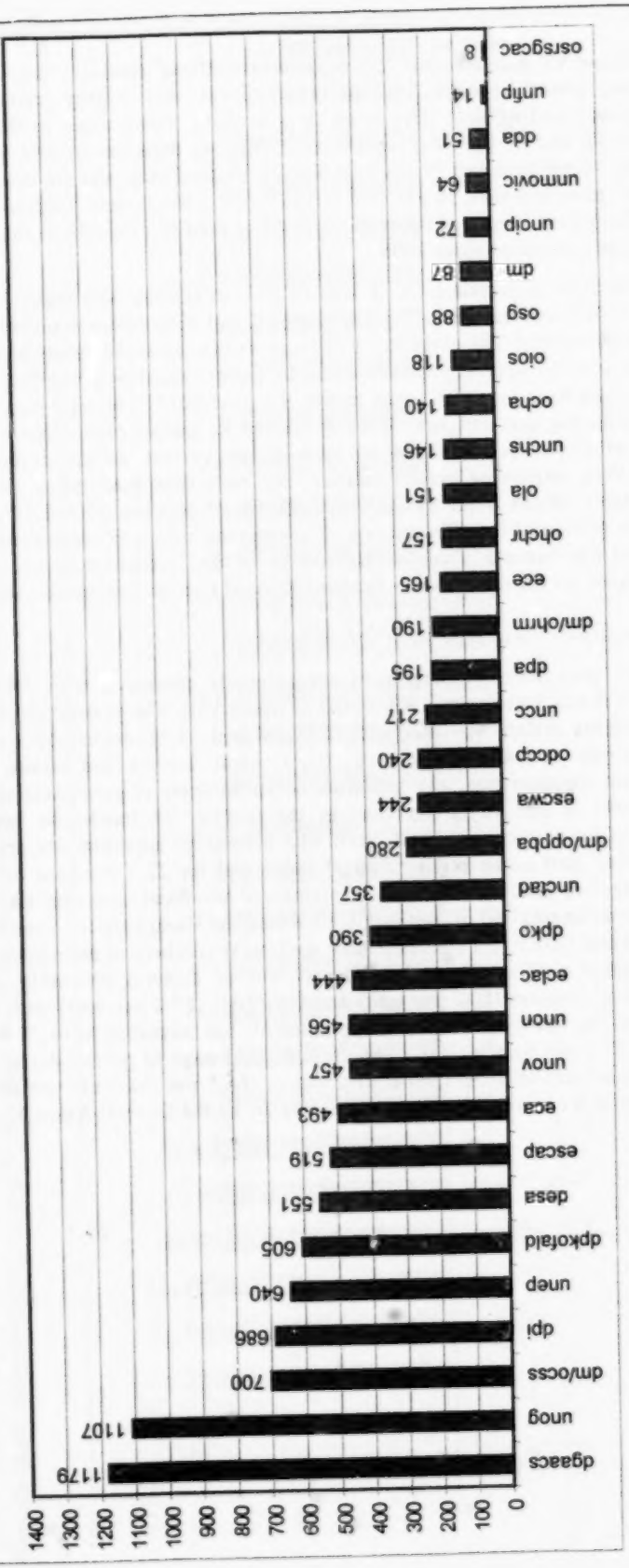


Figure V
Grade distribution, General Service and related categories, as of 30 June 2001

Figure VI
Number of Staff, by department, as of 30 June 2001



45. Figure VII indicates that four departments/offices[8] (one less than in 2000) have achieved gender equality in the Professional and higher categories. Nine departments and offices[9] (five more than in 2000) come close to the mark, with between 40 and 49 per cent female staff. Thirteen departments and offices[10] have between 30 per cent and 39 per cent women professionals and six departments and offices[11] have less than 30 per cent female staff professionals. Sixteen departments and offices have improved the representation of their female staff in the Professional and higher categories since 2000.

46. The ratio of female to male staff in the Professional and higher categories in nearly all departments and offices continues to fall short of the mandated goal of the General Assembly. The overall rate of progress has remained steady at around 1 per cent per year for several years. At this rate, gender equality in the Professional and higher categories may not occur before the year 2012. Through human resources action planning sessions, the Office of Human Resources Management is engaging Heads of Departments/Offices in focusing on various human resources issues, among them improving gender balance. The more than doubling of the number of departments/offices in the group with female staff between 40 and 49 per cent is a clear illustration of the effectiveness of continuous efforts to reach gender parity, as this goal has become a continuing feature of the human resources action plans agreed upon by the departments and the Office of Human Resources Management.

Staff by appointment type

47. The proportion of permanent appointments compared with other types of contracts in the Secretariat is illustrated in figure VIII. The proportion of permanent appointments differs by category: 52.4 per cent of Directors, 53.1 per cent of Professionals and 42.9 per cent of the General Service and related staff have permanent appointments. The reduction in the numbers of permanent appointments since 2000 is due to an increase in the number of fixed-term appointments, especially for new mission staff. Staff with permanent appointments account for 63 per cent of staff under regular budget funds and for 22.3 per cent of staff under extrabudgetary funding. The ratio of permanent and fixed-term appointments varies across departments and offices: the United Nations Compensation Commission (1.4 per cent) and UNEP (6.1 per cent) have the fewest numbers of permanent appointees among their staff as opposed to Department of General Assembly Affairs and Conference Services (80.8 per cent) and UNCTAD (67.2 per cent) with the highest numbers. The share of fixed-term appointments has increased from 47.3 per cent in 2000 to 51.3 per cent in 2001. The current percentage of permanent appointments for posts subject to geographical distribution (66.7 per cent) has remained for the third year in a row slightly below the ceiling set by the General Assembly.

Figure VII
Female staff representation in the Professional and higher categories, as of 30 June 2001

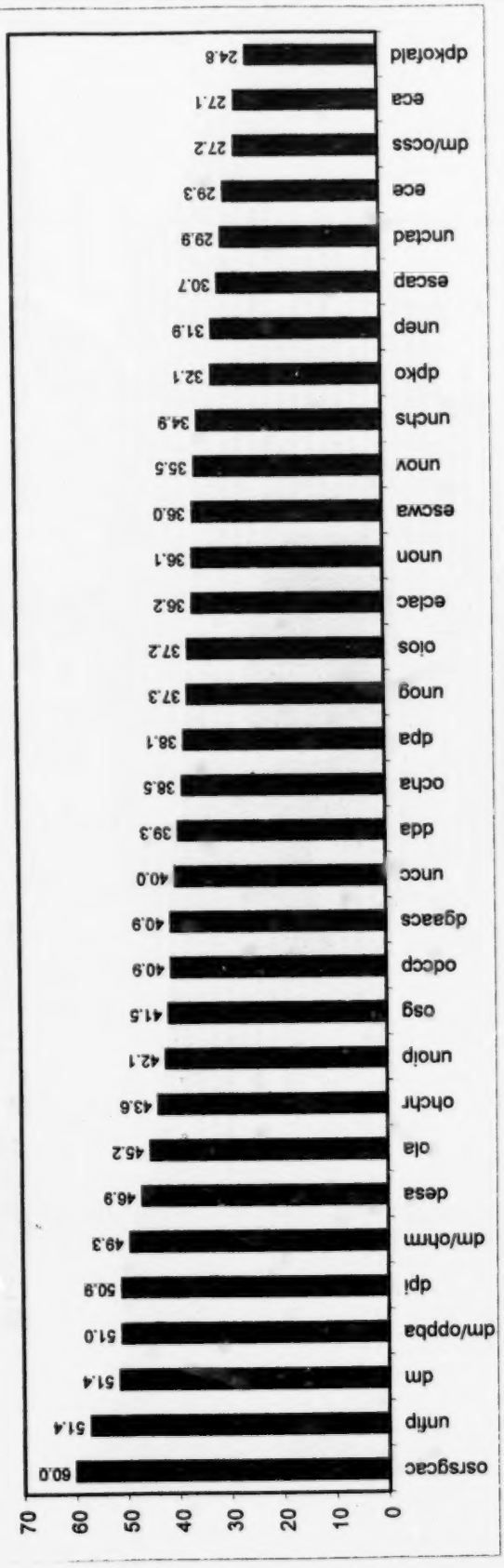


Figure VIII
Staff distribution, by type of appointment, as of 30 June 2001

Figure IX
Age distribution of staff, by gender, as of 30 June 2001

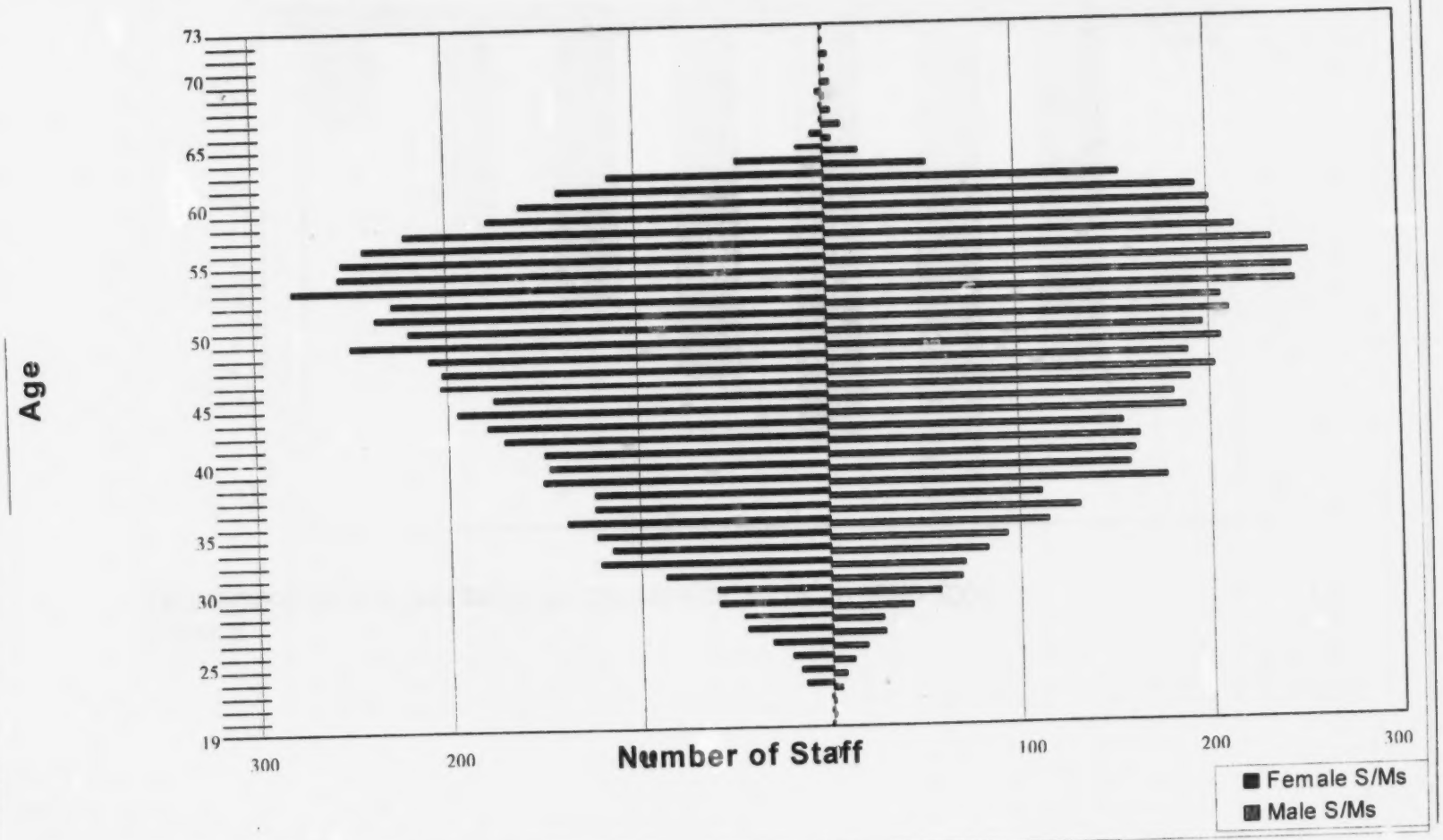
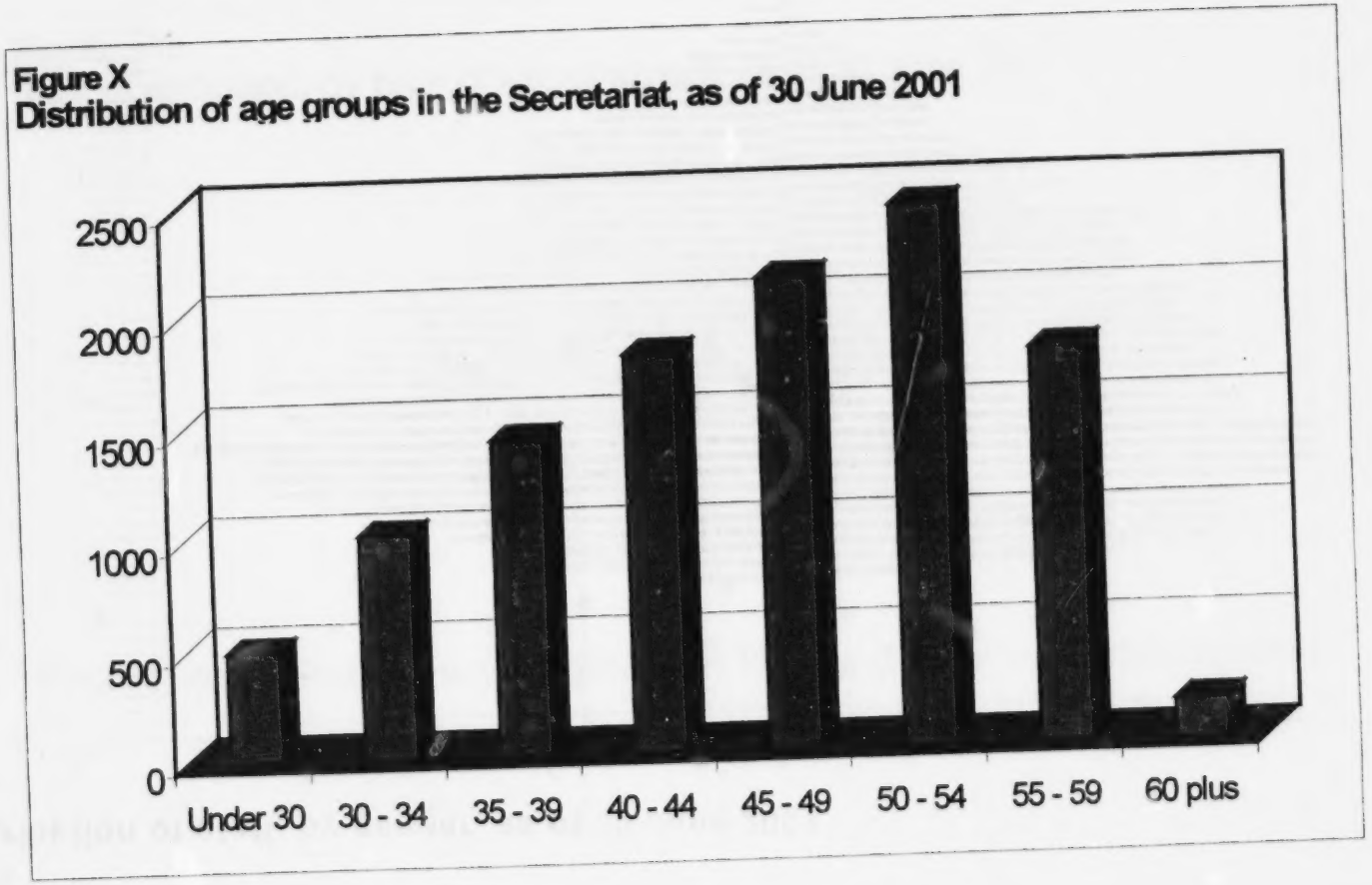


Figure X
Distribution of age groups in the Secretariat, as of 30 June 2001



Staff by age

48. As of 30 June 2001, the average age of the staff is 45.6 years. Compared with 2000, this represents a decrease of four months. For the first time in four years the average staff age has receded. Fifty-eight per cent of all Secretariat staff are older than 45 years and 26 per cent are younger than 40; only 4.4 per cent are younger than 30. This pattern is illustrated in figures IX and X, which show, respectively, the male and female staff age distribution and the distribution of age groups in the Secretariat. Apart from the Under-Secretary-Generals and Assistant Secretary-Generals, the highest average age is with the Directors (54 years). The average age of Professionals as a whole is 45.9 years. At the entry level, the average age is relatively high (36.6 years at the P-2 level). In the General Service and related categories, the average age is 44.9 years.

49. The average age of male Directors exceeds that of female staff by nearly two years, while Professional male staff are an average of nearly one year older than their female colleagues. Male security officers on the average are nearly six years older than their female colleagues. For General Service staff, the average age of male staff is 0.4 years higher than that of female staff. The average ages of Directors in UNFIP (50 years) and in the Department of Management/Office of Central Support Services (51.4 years) are among the lowest in the Secretariat, while those of UNMOVIC (58.4 years) and the Office of the United Nations High Commissioner for Human Rights (56.8 years) are the highest. The United Nations Compensation Commission (36.4 years) and the Office of the Iraq Programme (42.4 years) have the youngest Professionals, while ESCWA (50 years) and ECE (48.2 years) have the oldest. The departments/offices with the lowest overall average ages are the United Nations Compensation Commission (38.5 years) and the Office of the Iraq Programme (36.8 years), while ECA (48.1 years) and the Department for Disarmament Affairs (47.7 years) have the highest.

Staff by leagth of service

50. Length of service is an indicator of acquired experience in the Organization. Overall average length of service for all staff and for all types of appointments is 12.3 years. The average for staff with permanent appointments is 19.5 years (23.2 years for Directors, 16.1 years for Professionals and 21.6 years for staff in the General Service category). The average length of service of staff with permanent appointments has remained unchanged since 2000. Average length of service by department/office for all appointments varies from lows with the United Nations Compensation Commission (3.5 years), the Office of the Iraq Programme (4.1 years) and UNMOVIC (4.5 years) to highs with ESCAP (15.4 years), ECA (15.1 years), ECLAC (14.8 years) and the Department of General Assembly Affairs and Conference Services (14.7 years). A lower than average service duration may reflect a younger staff population, more recent recruits, a higher staff turnover rate, or a combination of those factors. Higher than average length of service reflects an older population with a lower turnover rate. Average length of service of staff holding a fixed-term appointment of one year or more is 6.4 years. Longer service time for Directors correlates with their higher average age. A lower service time for Professionals as a whole is associated with higher turnover rates for fixed-term appointees, with shorter service expectations.

B. Movement of staff (1 July 2000 to 30 June 2001)

Recruitment of staff

51. Figure XI illustrates that, between 1 July 2000 and 30 June 2001, 4,925 staff members were recruited into the Secretariat (44.6 per cent on initial appointment and 55.2 per cent on re-appointment). The total number of staff recruited for the period 1 July 2000 to 30 June 2001 is 38.5 per cent higher than for the similar period in 1999-2000. Recruitments have been highest into the General Service category (2,613 staff, 53 per cent of all recruitments) especially in the United Nations Office at Geneva, ECA, the Department of Public Information, UNCTAD, ECLAC and the Department of Peacekeeping Operations/Field Administration and Logistics Division. Recruitments in the Professional category (2,182 staff, 44.3 per cent) have especially benefited the peacekeeping missions and their operational support at Headquarters (1,038 staff, 21.1 per cent of all recruitments). Recruitment into the Director and higher categories was slightly below the level of the period 1999-2000 (88 staff or 1.8 per cent of recruitments against 2.8 per cent in 1999-2000). A total of 743 recruitments at the P-1/P-2 levels accounted for 15 per cent of all recruitments and just over a third of recruitments in the Professional category. The majority (51.4 per cent) of those P-1/P-2 recruitments was for vacancies in peacekeeping missions and in the Department of Public Information. Women accounted for 46.6 per cent of all recruited staff (a 4.6 per cent increase as compared with the period between 1 July 1999 and 30 June 2000).

52. In the General Service category, the departments and offices recruiting more than 50 staff were the United Nations Office at Geneva, the United Nations Office at Vienna, ECA, the Department of Public Information, UNCTAD, ECLAC and the Department of Peacekeeping Operations/Field Administration and Logistics Division followed by the Department of General Assembly Affairs and Conference Services and the Department of Management/Office of Central Support Services. In the Professional category, the Department of Peacekeeping Operations/Field Administration and Logistics Division recruited 42.4 per cent (925) of all new Professional staff, followed by the Department of Public Information, the Department of Peacekeeping Operations, UNCTAD, UNEP, the Office of the United Nations High Commissioner for Human Rights, the Department of Economic and Social Affairs, the United Nations Office at Geneva and the Department of General Assembly Affairs and Conference Services, each with more than 50 new staff. Nine departments[12] each recruited 20 or more P-2 staff (the Field Administration and Logistics Division recruited 235 P-2 staff). Among 88 newly recruited Directors 34 were for the Field Administration and Logistics Division. That division accounted for 21.6 per cent of all recruitments between 1 July 2000 and 30 June 2001, followed by the United Nations Office at Geneva (17.5 per cent of all recruitments), the United Nations Office at Vienna (8 per cent), the Department of Public Information (6.5 per cent) and ECA (6.2 per cent). Recruitments comprised short-term appointments and appointments of limited duration (51.3 per cent, mostly for missions), fixed-term appointments (23.8 per cent) and new probationary appointments (2.6 per cent).

Separation of staff

53. Between 1 July 2000 and 30 June 2001, 3,669 staff members separated (figure XII). Separations mirrored more or less the distribution of staff by category and

level (2.2 per cent Directors and above, 38.3 per cent Professionals and 59.4 per cent staff in the General Service and related categories). A total of 442 P-1/P-2 staff separated, representing 12 per cent of all separations and 31.4 per cent of separations at the Professional level (106 staff with the Department of Public Information, 83 with the Field Administration and Logistics Division, 34 with UNCTAD, 31 with the Office of the United Nations High Commissioner for Human Rights, 21 with each of the United Nations Office at Geneva and the United Nations Office at Vienna). Separations of female staff accounted for 47.6 per cent of all staff departures. A majority of staff separated from the UNOG, the Field Administration and Logistics Division, the United Nations Office at Vienna, the Department of Public Information, UNCTAD, ECLAC, ECA and the Department of General Assembly Affairs and Conference Services (each department/office had more than 100 separations). The reason for more than three quarters of all separations was the non-extension of short-term mission appointments and fixed-term appointments. A total of 445 staff resigned between 1 July 1999 and 30 June 2000, almost double the number of retiring staff (243). Eight Directors resigned, compared with 237 staff in the Professional category and 183 staff in the General Service and related categories who resigned. About 27.8 per cent of the resignations in the Professional category were by staff at the P-2 level, most of whom were on fixed-term contracts or appointments of limited duration.

Promotion of staff

54. Promotions are defined as movements of staff from one grade to that immediately above and/or from one category of staff to the category immediately above. Between 1 July 2000 and 30 June 2001, 918 staff members were promoted in the Secretariat. The ratio between the number of promoted staff during a year and the total number of active staff at the beginning of the year is known as the promotion index. For Secretariat staff in 2000-2001, it was 8.2 per cent (0.4 per cent lower as compared with 1999-2000). Gender distribution of the promotions showed a 56/44 proportion in favour of female staff (32.6 per cent of the promotions in the Director category, 49.1 per cent for the Professional staff and 61.2 per cent for the General Service and related staff). The Department of Management (170), the Department of General Assembly Affairs and Conference Services (71), the United Nations Office at Geneva (90), the Department of Public Information (60) and the Department of Economic and Social Affairs (53) all had more than 50 promotions in 2000-2001. The Department of Peacekeeping Operations/Field Administration and Logistics Division, ECE, the Office for the Coordination of Humanitarian Affairs, the Office of the United Nations High Commissioner for Human Rights, UNCHS and the United Nations Office at Nairobi had the lowest number of promotions.

Transfer of staff

55. Transfers are defined as lateral staff movements, with a change of assignment involving two departments/offices at one or more duty stations. During the reference period there were 181 transfers Secretariat-wide. That number, compared with the total Secretariat staff for the same period, represents the transfer index. It was 1.6 per cent for the period 1 July 2000 to 30 June 2001. Noteworthy is the higher number of transfers by female staff (69 per cent of the total number of transfers). Most transfers occurred in or out of the Department of Peacekeeping Operations (26), the Department of Management (24), the United Nations Office at Geneva

(22), the Department of General Assembly Affairs and Conference Services (10) and the Department of Economic and Social Affairs (10).

Turnover of staff

56. The turnover rate, which is based on the calculation of a standard labour turnover index, is obtained by comparing the number of actual staff departures over the period 1 July 2000 to 30 June 2001 with the number of active staff members at 1 July 2000. Turnover rates for 2000-2001 are presented by category of staff and take into account all causes of separation, except expiration of contract. The turnover for Directors is 30 per cent higher than that of the staff as a whole:

Directors:	10.4 per cent
Professional category:	10.3 per cent
General Service and related categories:	5.6 per cent
Total staff:	**7.6 per cent**

As compared with the previous period (1999-2000), the current turnover rate for Directors has decreased by 4.5 per cent, but for staff in the Professional category it has increased by nearly 3 per cent. Higher percentages of turnover for Professionals and Directors open up promotion and recruitment prospects and are taken into consideration in staff replacement plans.

Figure XI

Recruitments, by gender, 1 July 2000-30 June 2001

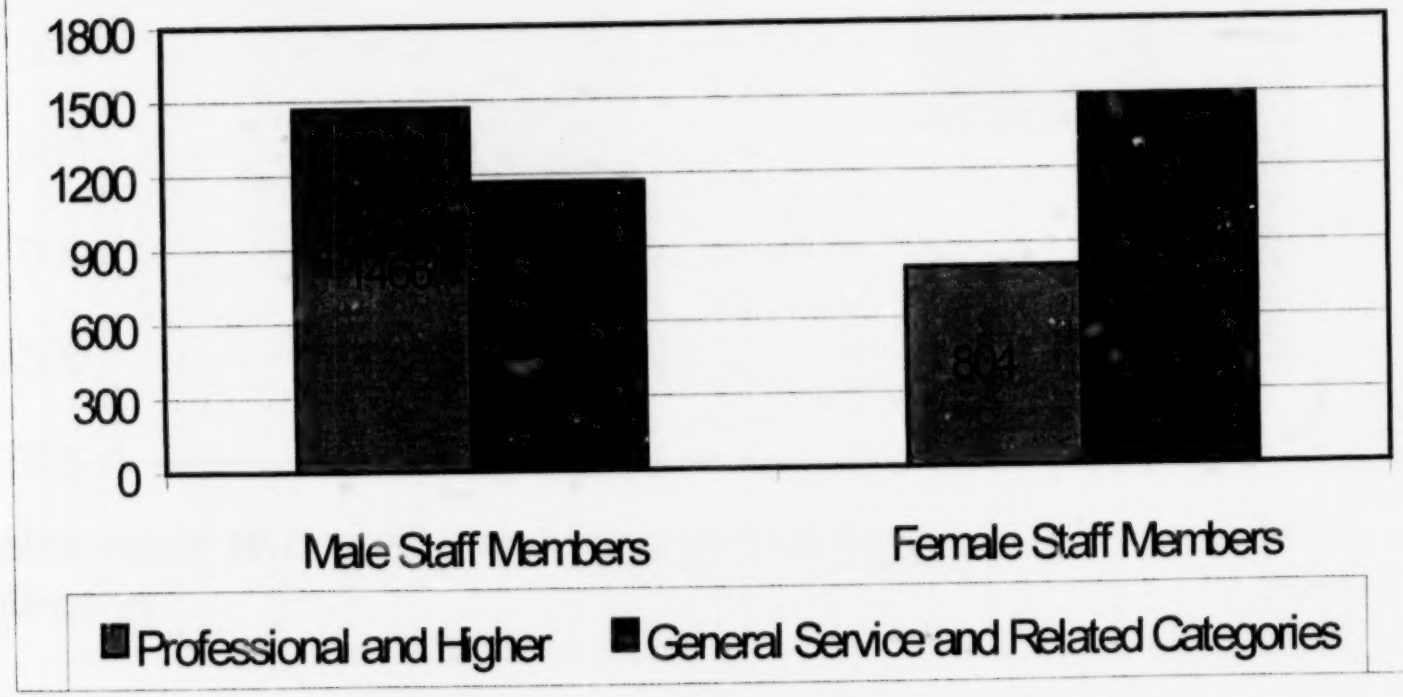


Figure XII
Separations, by gender, 1 July 2000-30 June 2001

C. Forecasts of anticipated retirements (2001-2005)

All Secretariat staff

57. A total of 1,490 Secretariat staff members will reach the mandatory retirement age during the next five years (13.2 per cent of the overall workforce). An average of 298 staff members will retire each year, ranging from a low of 148 in 2001 to a high of 383 in 2005. Figure XIII illustrates the retirement of 162 Directors over the five-year period, accounting for 10.8 per cent of all retirements; 530 staff members (35.6 per cent) will retire from the Professional category and 782 (52.5 per cent) from the General Service and related categories. More men than women will retire. In the Professional and higher categories (P-2 to D-2), more than two out of every three retirees will be male. This demographic situation holds important potential for improving gender representation in the Professional and Director categories.

58. Retirement rates at senior levels (P-5, D-1 and D-2) will be significant in a number of departments. The following detail compares the number of expected retirements at those levels by department/office with their present staff strength in the Professional and higher categories. Departments and offices have been divided into three groups corresponding to the percentage of their strategic replacement needs:

(a) Departments and offices with low strategic replacement needs (less than 5 per cent replacement of their current staff in professional and higher categories): Department for Disarmament Affairs, Department of General Assembly Affairs and Conference Services, the Office of the Under-Secretary-General, Office of Central Support Services, Office of Human Resources Management, Office of Programme Planning, Budget and Accounts, Department of Public Information, Department of Peacekeeping Operations, Department of Peacekeeping Operations/Field Administration and Logistics Division, ECA, ECLAC, ESCAP, Office for the Coordination of Humanitarian Affairs, Office for Drug Control and Crime Prevention, Office of Internal Oversight Services, United Nations Compensation Commission, UNCHS, UNEP, United Nations Office at Geneva, United Nations Office at Nairobi and United Nations Office at Vienna;

(b) Departments and offices with medium strategic replacements needs (between 5 and 15 per cent of their current staff in): Department of Economic and Social Affairs, ECA, ECE, ESCWA, Office of the United Nations High Commissioner for Human Rights, Office for Drug Control and Crime Prevention, Office of Legal Affairs, Office of the Secretary-General, UNCTAD and UNMOVIC;

(c) Departments and offices with high strategic replacements needs (over 15 per cent of their present staff): none.

59. Monitoring of expected staff retirements at the P-5, D-1 and D-2 grades helps to forecast staff replacement requirements. In particular:

(a) By the end of 2001, the Organization will have to replace 22 retiring directors (20 on posts subject to geographical distribution) and 31 retiring senior officers (17 on posts subject to geographical distribution);

(b) By the end of 2002, the Organization will have to replace an additional 33 retiring directors (28 on posts subject to geographical distribution) and 45 retiring senior officers (29 on posts subject to geographical distribution);

(c) By the end of 2003, the Organization will have to replace another 39 retiring directors (31 on posts subject to geographical distribution) and 41 retiring senior officers (32 on posts subject to geographical distribution);

(d) By the end of 2004, the Organization will have to replace 37 more retiring directors (28 on posts subject to geographical distribution) and 46 retiring senior officers (28 on posts subject to geographical distribution);

(e) By the end of 2005, the Organization will have to replace an additional 31 retiring directors (27 on posts subject to geographical distribution) and 58 retiring senior officers (37 on posts subject to geographical distribution).

Replacement needs at the P-5 grade for the coming five years are 30 per cent of their current number. At the D-1 and D-2 grades, they are higher: 41.9 per cent. Replacing senior-level staff in high numbers is a challenge but there is no reason to believe it cannot be met.

Staff occupying posts subject to geographical distribution

60. Of the current 2,445 staff members on posts subject to geographical distribution, 493 will retire between 2001 and 2005 (20.2 per cent). Retirements will average 99 staff members a year, ranging between a low of 57 in 2001 and a high of 121 in 2005. Figure XIV indicates the breakdown between the Director and Professional categories.

61. All staff on posts subject to geographical distribution from four countries[13] will retire in the next five years. Fifteen countries[14] will see their current staff reduced by 50 per cent owing to retirements. Fifty-four countries[15] will have their staff reduced by between 20 and 50 per cent and 29 countries[16] by 10 to 20 per cent, while 7 countries[17] will see their staff reduced between 1 and 10 per cent. There will be no retirements for staff from the remaining 63 represented countries in the coming five years. These forecasts are being taken into account when decisions are made on the countries to be selected for holding the national competitive recruitment examinations.

Figure XIII

Anticipated retirements, by category, 2001-2005

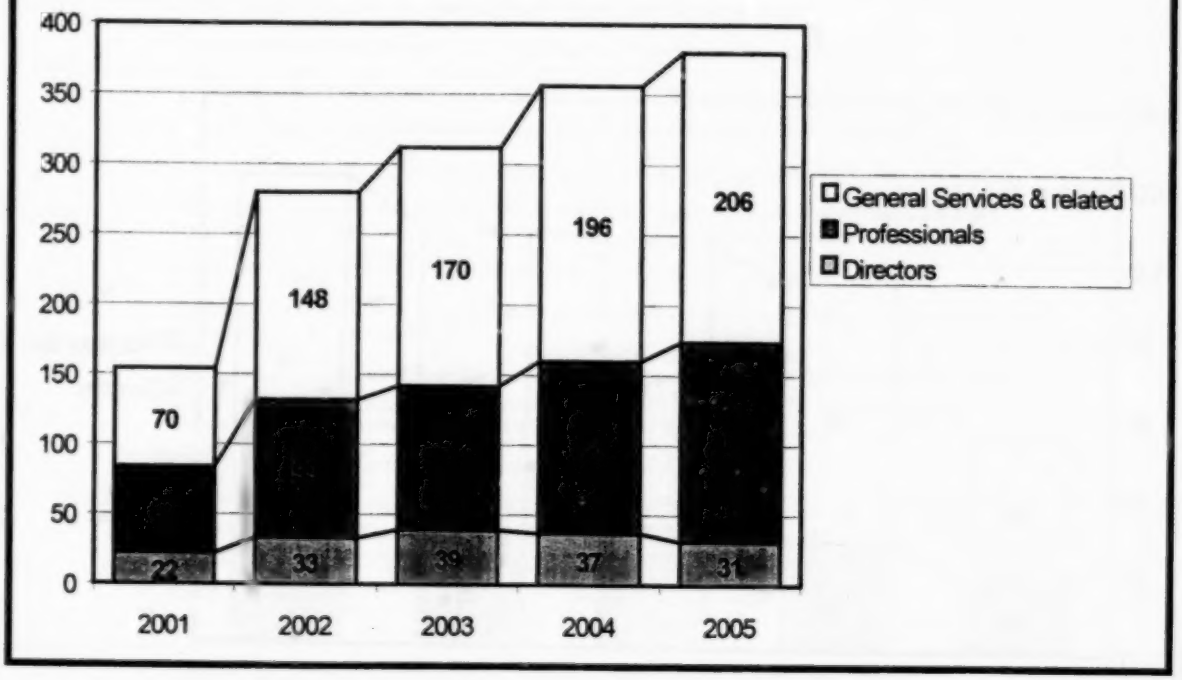
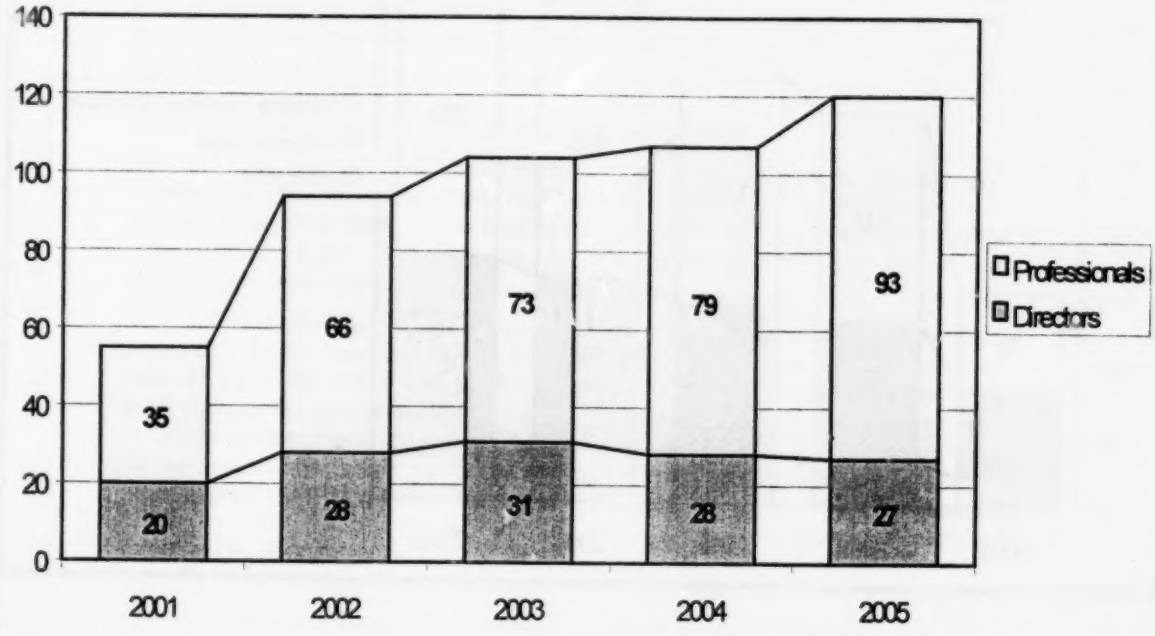


Figure XIV
Anticipated retirements, by category, 2001-2005: staff occupying posts subject to geographical distribution



Notes

[1] Part IV of the report has a number of limitations, mainly due to uneven data quality and the lack of a geographically integrated worldwide IMIS database. The following two populations have been defined for analytical purposes:

Population No. 1: All Secretariat personnel, irrespective of sources of funding, holding an appointment of one year or more under the 100 series of the Staff Rules, with the exception of mission appointees, Field Service staff, technical assistance personnel (200 series staff), staff on short-term appointments (300 series staff) and language teachers. As of 30 June 2000, the size of this population is 11,244, which includes the following categories:

- Under-Secretaries-General (USG) and Assistant Secretaries-General (ASG);
- Directors (D-2) and Principal Officers (D-1), hereafter referred to as the Director category;
- Senior, first, second, associate and assistant officers (P-5, P-4, P-3, P-2 and P-1);
- General Service (G-7–G-1) and related categories (Security Service and Trades and Crafts).

Population No. 2: All Secretariat staff, irrespective of sources of funding and with the same restrictions as population No. 1, in the Professional and higher categories staff (4,292).

[2] DPKO/FALD, DPKO, UNEP, UNON, UNMOVIC, ECA, ECLAC and UNOIP.

[3] Eight Departments/Offices have 500 or more staff: DM, DGAACS, UNOG, DPI, UNEP, DPKO/FALD, DESA and ESCAP.

[4] The following 14 Member States increased their representation by 10 staff members or more: Canada, Egypt, Ethiopia, France, Germany, India, Kenya, Lebanon, Philippines, Russian Federation, Spain, Thailand, Trinidad and Tobago and the United States of America.

[5] Chile decreased its representation by more than 10 staff members.

[6] Andorra, Bahrain, Brunei Darussalam, Guinea-Bissau, Kiribati, Marshall Islands, Monaco, Nauru, Palau, Moldova, Qatar, Samoa, Sao Tome and Principe, Tajikistan, Tonga, Turkmenistan, United Arab Emirates and Uzbekistan.

[7] Kyrgyzstan, Liechtenstein, San Marino and Sao Tome and Principe.

[8] UNFIP, DM/OUSG, DPI and DM/OPPBA.

[9] DM/OHRM, DGAACS, DESA, ODCCP, UNCC, OHCHR, OLA, OSG and UNOIP.

[10] UNOG, UNEP, DPKO, ECLAC, ESCAP, DPA, UNOV, ESCWA, UNON, OIOS, OCHA, UNCHS and DDA.

[11] UNCTAD, DPKO/FALD, ECA, ECE, DM/OCSS and UNMOVIC.

[12] DPKO/FALD, DPI, UNCTAD, OHCHR, DESA, DPKO, ECE, UNCC and UNOG.

[13] Angola, Antigua and Barbuda, Comoros and Malta.

[14] Afghanistan, Algeria, Cyprus, Democratic Republic of the Congo, Gambia, Iraq, Libyan Arab Jamahiriya, Madagascar, Malawi, Mauritius, Myanmar, Oman, Somalia, Togo and Yemen.

[15] Argentina, Australia, Austria, Belgium, Benin, Bulgaria, Cameroon, Canada, Chile, Congo, Czech Republic, Dominica, Egypt, Ethiopia, Finland, France, Guatemala, Guinea, Guyana, Haiti, Iceland, Iran (Islamic Republic of), Ireland, Israel, Jordan, Kenya, Lebanon, Lesotho, Malaysia, Morocco, Nepal, Netherlands, Nigeria, Pakistan, Peru, Poland, Saint Lucia, Senegal, Sierra Leone, Sudan, Swaziland, Sweden, Switzerland, Syrian Arab Republic, Thailand, Trinidad and Tobago, Tunisia, Turkey, United Kingdom of Great Britain and Northern Ireland, United Republic of Tanzania, United States of America, Uruguay, Yugoslavia and Zambia.

[16] Bangladesh, Brazil, Burundi, China, Colombia, Côte d'Ivoire, Cuba, Denmark, Dominican Republic, Ecuador, El Salvador, Germany, Ghana, Greece, India, Indonesia, Jamaica, Liberia, Mali, Mexico, New Zealand, Philippines, Portugal, Russian Federation, Saudi Arabia, South Africa, Sri Lanka, Venezuela and Zimbabwe.

[17] Belarus, Italy, Japan, Singapore, Spain, Uganda and Ukraine.

Annex

Comprehensive statistical tables

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TABLE 1
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, GRADE AND GENDER (AS OF 30 JUNE 2001)

Country of Nationality	Total Staff as of 30/6/00		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/01		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Afghanistan	4								1				4									5	6.03	1-14
Albania	1														1			2			2	3	5.63	1-14
Algeria	11	2					1		4	1	1	1			1						2	9	7.16	2-14
Andorra																							5.56	1-14
Angola	1												1									1	5.80	1-14
Antigua and Barbuda	1	1								1											1	1	5.53	1-14
Argentina	20	10					3		1	2	3	1	2	5	2	4					12	23	22.83	18-28
Armenia	5														1		4	1			1	6	5.61	1-14
Australia	27	13					1	1	3		7	4	2	3	3	4					12	28	29.31	25-34
Austria	15	8							1	1	1	1	3	2	1	3					7	13	19.30	14-24
Azerbaijan	1																1	2			2	3	5.73	1-14
Bahamas	7	6													1	3		4			7	8	5.68	1-14
Bahrain																							5.77	1-14
Bangladesh	10								2		4		3		1							10	8.41	4-14
Barbados	3	3										1		1		1					3	3	5.64	1-14
Belarus	11										3		5		3							11	6.00	1-14
Belgium	24	9					1		3	1	6	3	3	3	3	2	1	2			11	28	21.97	17-27
Belize	1														1			1			1	2	5.52	1-14
Benin	5	1									3				1							4	5.67	1-14
Bhutan	3												3		1							4	5.56	1-14
Bolivia	6	3										1				1	4	1			3	7	5.79	1-14
Bosnia and Herzegovina	1														1							1	5.65	1-14
Botswana	2	1														1	1				1	2	5.68	1-14
Brazil	35	13	2						1	1	4	3	8	3	6	5	1				12	34	40.99	35-47
Brunei Darussalam																							5.98	1-14
Bulgaria	13	3									2	1	6	1	2	1					3	13	5.87	1-14
Burkina Faso	7	3								1	1				1	2					3	5	5.77	1-14
Burundi	7	2									1		2	1	2	1	1				2	8	5.66	1-14
Cambodia	2	1											1			1					1	2	5.78	1-14
Cameroon	18	5							2		2	1	7	1	2	3					5	18	5.95	1-14
Canada	52	21		1			1	1	3		13	3	11	5	4	6		1			17	49	42.97	37-49
Cape Verde	3										1				2							3	5.53	1-14
Central African Republic	3												2		1		1					4	5.59	1-14
Chad	3										1		1		1							3	5.68	1-14
Chile	31	14			2			1		3			1	1	5	3	10	5			13	31	8.66	4-14
China	40	19	1				1		4	3	4	3	7	5	2	4	1	3			18	38	55.38	47-64

TABLE 1
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, GRADE AND GENDER
(AS OF 30 JUNE 2001)

Country of Nationality	Total Staff as of 30/6/00		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/01		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Colombia	9	3	1								4		1	1	1	2					3	10	9.07	4-14
Comoros	1												1									1	5.53	1-14
Congo	3										1		1		1							3	5.58	1-14
Costa Rica	3	1							1						1	1					1	3	5.86	1-14
Cote d'Ivoire	10	1									1		4	2	3						2	10	5.95	1-14
Croatia	6	4												2	1	1	2	1			4	7	6.16	1-14
Cuba	7	2					1						1	1	2	1	1				2	7	6.18	1-14
Cyprus	4		1				1		1								1					4	6.06	1-14
Czech Republic	9	3					1				2		2	3	1						3	9	8.43	4-14
Democratic People's Republic of Korea	1																1					1	6.15	1-14
Democratic Republic of the Congo	5	2									1		2	2							2	5	6.65	2-14
Denmark	9	3							1			1	3	2	3	3	2	3			9	18	16.39	12-21
Djibouti	4	1									1		1				1	1			1	4	5.53	1-14
Dominica	2	1												1			2				1	3	5.52	1-14
Dominican Republic	4	1									2		1		1		1	1			1	6	6.04	1-14
Ecuador	7	2								1					3		2	1			2	7	6.13	1-14
Egypt	15	4		1			1	1	5	1	1	1	4			2					6	17	8.12	3-14
El Salvador	9	4											2		2	1	1	3			4	9	5.89	1-14
Equatorial Guinea	2												1		1							2	5.53	1-14
Eritrea	7	2											1		1	1	2	1			2	6	5.60	1-14
Estonia	4	2													1	1	1	1			2	4	5.68	1-14
Ethiopia	17	4					1		2		1		2	3	2	2	4	1			6	18	6.89	2-14
Fiji	2																2	7			7	9	5.58	1-14
Finland	11	4							1		3	2	2	1	1	3	2				6	15	13.12	8-18
France	102	47	1				3	3	5	5	14	8	18	12	13	15	1	7			50	105	99.80	85-115
Gabon	2														2							2	5.73	1-14
Gambia	5						2		2		1					1					1	6	5.54	1-14
Georgia	3												4									4	5.69	1-14
Germany	123	43	1				2	1	7	3	20	3	26	12	19	13	8	14			46	129	147.82	126-170
Ghana	9	5	1									1	2	5	1						6	10	6.00	1-14
Greece	8	5										2	4	1				1			4	8	13.49	9-18
Grenada	2														1		1					2	5.52	1-14
Guatemala	5	2											1	1	1	1					2	4	6.13	1-14
Guinea	3	1												1	2						1	3	5.71	1-14
Guinea-Bissau																							5.54	1-14

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(AS OF 30 JUNE 2001)

Country of Nationality	Total Staff as of 30/6/00		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/01		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Guyana	14	10			2					2			1	3		1		3			9	12	5.54	1-14
Haiti	4	2						1							1	1					2	3	5.70	1-14
Honduras	2														2							2	5.71	1-14
Hungary	8	2							1	2			2	1	3						2	9	7.46	3-14
Iceland	3						1						1		1							3	5.98	1-14
India	41	15	1				1	1	3		4	1	9	6	9	3	1	4			15	43	31.94	27-37
Indonesia	6	2							1					1	1	1	3	2			4	9	12.91	8-18
Iran (Islamic Republic of)	11	7							1	1	1	4	1	1							6	9	10.49	6-15
Iraq	7	2							1	1	1		1		1	1					2	6	7.80	3-14
Ireland	11	4		1					2		2		3	1		2	1				4	12	9.82	5-15
Israel	11	4								1	3	2		1	2		1				4	10	11.60	7-16
Italy	73	28	1		1		3		3	2	7	3	9	5	13	13	9	11			34	80	79.62	68-92
Jamaica	13	7				1							2	3	3	3	1				7	13	5.62	1-14
Japan	106	62	1		1				3	2	5	5	14	17	15	24	5	11			59	103	289.00	246-332
Jordan	10	1							1		3	1	3		2	1					2	11	5.76	1-14
Kazakhstan	1										1						2	1			1	4	6.28	1-14
Kenya	14	7					1		1		3	1	4	3	1	3		1			8	18	6.26	1-14
Kiribati																							5.52	1-14
Kuwait	2	2						1								1					2	2	7.66	3-14
Kyrgyzstan																	1					1	5.62	1-14
Lao People's Democratic Republic	1												1									1	5.63	1-14
Latvia	3	1													1		1	1			1	3	5.70	1-14
Lebanon	16	6							1		4		3	3	1	2	1	2			7	17	5.75	1-14
Lesotho	5	3											1	2	1	1					3	5	5.56	1-14
Liberia	7	5								1	2			2		1					4	6	5.58	1-14
Libyan Arab Jamahiriya	4										2		2									4	6.58	2-14
Liechtenstein																		1			1	1	5.59	1-14
Lithuania	5	3												1	2	2					3	5	5.83	1-14
Luxembourg	4	1													3	1					1	4	6.66	2-14
Madagascar	8	2									1		1	1		1	1				2	5	5.88	1-14
Malawi	7										2		2		3							7	5.76	1-14
Malaysia	10	6				1		1	2	1	2	1	1	2							6	11	9.38	5-14
Maldives	1																1					1	5.52	1-14
Mali	8	1						1			3				3						1	7	5.77	1-14
Malta	1								1													1	5.73	1-14
Marshall Islands																							5.52	1-14

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BY NATIONALITY, GRADE AND GENDER
(AS OF 30 JUNE 2001)

Country of Nationality	Total Staff as of 30/6/00		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/01		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Mauritania	4								1						2							3	5.57	1-14
Mauritius	4				1		2								1							4	5.69	1-14
Mexico	23	11							2	1	4	6	3	1	2	2		1			11	22	23.26	18-28
Micronesia (Federated States of)	1																1					1	5.52	1-14
Monaco																							5.56	1-14
Mongolia	4	2												1	2	1					2	4	5.57	1-14
Morocco	7	3							2		1	2	2	1		1					4	9	6.76	2-14
Mozambique	1								1		1						1					3	5.89	1-14
Myanmar	2	1								1	1				1						1	3	6.63	2-14
Namibia	5	1															3					3	5.64	1-14
Nauru																							5.52	1-14
Nepal	7										3		6									9	6.04	1-14
Netherlands	29	5							3		5	1	13	1	4	3		1			6	31	30.85	26-36
New Zealand	12	5					1	1	1	1	2	1	1	2	3	1					6	14	9.05	4-14
Nicaragua	5	3											1		1	4					4	6	5.62	1-14
Niger	3	2								1						1					2	2	5.74	1-14
Nigeria	12	3							1	1	6		3	1	1	3	1				5	17	8.75	4-14
Norway	5	1									1		1	1	2		1				1	6	14.90	10-20
Oman	2	1					1			1											1	2	6.44	2-14
Pakistan	20	5	1				2		1		1	1	5	2	2	1	1	1			5	18	9.66	5-14
Palau																							5.52	1-14
Panama	3	1					1								1	1					1	3	5.82	1-14
Papua New Guinea	4														3		1					4	5.69	1-14
Paraguay	5	3													1			2			2	3	5.85	1-14
Peru	15	6					1		2	1	1		2	4	1		2				5	14	7.75	3-14
Philippines	56	34							1	1	2	5	5	13	11	11	1	5			35	55	8.61	4-14
Poland	13	2		1							5	1	3		2						2	12	11.41	7-16
Portugal	9	3										1	1		3			2			3	7	12.37	8-17
Qatar	1																						6.00	1-14
Republic of Korea	23	8	1										2	2	7	4	4	2			8	22	31.24	26-36
Republic of Moldova																							5.63	1-14
Romania	10	2									1		1		1		5	3			3	11	6.85	2-14
Russian Federation	119	15	1				3		6	1	25	2	38	7	28	5	2	1			16	119	25.91	21-31
Rwanda	7	1										1			2		4				1	7	5.66	1-14
Saint Kitts and Nevis	6	4												1	1	2	1	1			4	6	5.52	1-14
Saint Lucia	4	2								1			1		1	1					2	4	5.53	1-14

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STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, GRADE AND GENDER
(AS OF 30 JUNE 2001)

Country of Nationality	Total Staff as of 30/6/00		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/01		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Saint Vincent and the Grenadines	5	2												1	1		1				1	3	5.52	1-14
Samoa																		2					5.52	1-14
San Marino																					2	2	5.53	1-14
Sao Tome and Principe																							5.52	1-14
Saudi Arabia	8	5								1	1			4	1						5	7	13.92	9-19
Senegal	15	5			1		2		1		2	2	2	1	3	2					5	16	5.77	1-14
Seychelles	2										1		1									2	5.53	1-14
Sierra Leone	9	3						1			1	2	4		1						3	9	5.62	1-14
Singapore	10	4	1				2		1	2		1	1	1		1	1				5	11	11.24	6-16
Slovakia	5												1		3							4	6.24	1-14
Slovenia	3	1			1				1									3			3	5	6.70	2-14
Solomon Islands	1																1					1	5.53	1-14
Somalia	6	1							1		1	1			3						1	6	5.72	1-14
South Africa	9	4										1			3	2	2	1			4	9	12.24	7-17
Spain	46	22							1	2	2	1	5	3	14	11	5	5			22	49	42.61	36-49
Sri Lanka	7	3	1										1	2	3	1					3	8	6.15	1-14
Sudan	8	1							1		2		2	1	2	1					2	9	6.22	1-14
Suriname	3	1											1			1	1				1	3	5.54	1-14
Swaziland	4	1							1						1	1		1			2	4	5.55	1-14
Sweden	18	8	1		1					2	5	1	2	3	1	1	2	7			14	26	20.47	16-25
Syrian Arab Republic	11	5									2		3		1	2		3			5	11	7.01	2-14
Tajikistan																							5.65	1-14
Thailand	27	14							1		2	2	2	4	2	4	5	4			14	26	10.79	6-16
The former Yugoslav Republic of Macedonia	4	1															3	1			1	4	5.63	1-14
Togo	4						1						3				2					6	5.61	1-14
Tonga																							5.52	1-14
Trinidad and Tobago	14	10								1		1	3	1	1	2	1	4			9	14	5.76	1-14
Tunisia	9	1			1		1		1	1	2		2				1				1	9	6.15	1-14
Turkey	12	6						1	3	2	1		2	2				1			6	12	13.24	8-18
Turkmenistan																							5.65	1-14
Tuvalu	1												1									1	5.52	1-14
Uganda	13	4					1		3		3		2	1	1	3	1				4	15	6.04	1-14
Ukraine	19	2									6		8		2	1	1	1			2	19	7.38	3-14
United Arab Emirates																							8.48	4-14

TABLE 1
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, GRADE AND GENDER
(AS OF 30 JUNE 2001)

Country of Nationality	Total Staff as of 30/6/00		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/01		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
United Kingdom of Great Britain and Northern Ireland	90	35	1		1		4		9	3	13	5	16	12	8	7	4	10			37	93	86.43	73-99
United Republic of Tanzania	10	5				1					3	1	1	3	1						5	10	6.27	1-14
United States of America	325	181	1		1	1	7		12	21	35	47	40	53	26	41	10	11			174	306	326.10	277-375
Uruguay	10	2						1	1		3		2	1							2	8	6.65	2-14
Uzbekistan																							6.19	1-14
Vanuatu									1													1	5.52	1-14
Venezuela	15	9									1	2	1	2	1	3	3	1			8	14	9.03	4-14
Viet Nam	4	1											2			1					1	3	7.44	3-14
Yemen	4								1		1		2									4	5.98	1-14
Yugoslavia	9	1							1		2		1		2	1	1				1	8	6.02	1-14
Zambia	6	1							1		1		1		1	1					1	5	5.73	1-14
Zimbabwe	7	1									2	1	2		1						1	6		
Subtotal	*2377*	*932*	*19*	*4*	*13*	*4*	*55*	*17*	*132*	*81*	*308*	*148*	*419*	*266*	*347*	*283*	*161*	*175*			*978*	*2432*		
Others																								
Stateless	1												1									1		
Switzerland	11	4					1			1	4	1	2			3					5	12		
Subtotal	12	4					1			1	4	1	3			3					5	13		
Total	2389	936	19	4	13	4	56	17	132	82	312	149	422	266	347	286	161	175			983	2445		

* The number of female staff is included in the total

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND TYPE OF APPOINTMENT (as of 30 June 2000 and 30 June 2001)

Country of Nationality	30 June 2000					30 June 2001				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Afghanistan	5			5	0.0%	4		1	5	20.0%
Albania			1	1	100.0%		2	1	3	33.3%
Algeria	9		1	10	10.0%	6		3	9	33.3%
Andorra										
Angola	1			1	0.0%	1			1	0.0%
Antigua and Barbuda	1			1	0.0%	1			1	0.0%
Argentina	12		6	18	33.3%	12		11	23	47.8%
Armenia	2	3		5	0.0%	5		1	6	16.7%
Australia	17		14	31	45.2%	12		16	28	57.1%
Austria	13		4	17	23.5%	10		3	13	23.1%
Azerbaijan							3		3	0.0%
Bahamas	5		2	7	28.6%	5	3		8	0.0%
Bahrain										
Bangladesh	6		4	10	40.0%	5		5	10	50.0%
Barbados	3			3	0.0%	2		1	3	33.3%
Belarus	10		1	11	9.1%	10		1	11	9.1%
Belgium	17		5	22	22.7%	17	3	8	28	28.6%
Belize	1			1	0.0%	1	1		2	0.0%
Benin	3		2	5	40.0%	2		2	4	50.0%
Bhutan	4			4	0.0%	4			4	0.0%
Bolivia	1		1	2	50.0%		4	3	7	42.9%
Bosnia and Herzegovina								1	1	100.0%
Botswana		2	1	3	33.3%	2			2	0.0%
Brazil	20		13	33	39.4%	17	1	16	34	47.1%
Brunei Darussalam										
Bulgaria	5		8	13	61.5%	5		8	13	61.5%
Burkina Faso	3		4	7	57.1%	1		4	5	80.0%
Burundi	6		1	7	14.3%	6		2	8	25.0%
Cambodia	1		1	2	50.0%	1		1	2	50.0%
Cameroon	8		10	18	55.6%	8		10	18	55.6%
Canada	27		28	55	50.9%	19		30	49	61.2%
Cape Verde	3			3	0.0%	3			3	0.0%
Central African Republic	3			3	0.0%	3		1	4	25.0%
Chad	3			3	0.0%	3			3	0.0%
Chile	23		9	32	28.1%	21		10	31	32.3%
China	20	3	16	39	41.0%	20	1	17	38	44.7%
Colombia	4		6	10	60.0%	3		7	10	70.0%
Comoros	1			1	0.0%	1			1	0.0%
Congo	3		1	4	25.0%	2		1	3	33.3%
Costa Rica	2		3	5	60.0%	1		2	3	66.7%
Cote d'Ivoire	9		2	11	18.2%	8		2	10	20.0%
Croatia	3	2	1	6	16.7%	5		2	7	28.6%
Cuba	6		3	9	33.3%	5		2	7	28.6%
Cyprus	3		1	4	25.0%	3		1	4	25.0%
Czech Republic	5		4	9	44.4%	5		4	9	44.4%

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND TYPE OF APPOINTMENT (as of 30 June 2000 and 30 June 2001)

Country of Nationality	30 June 2000					30 June 2001				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Democratic People's Republic of Korea		1		1	0.0%	1			1	0.0%
Democratic Republic of the Congo	5		2	7	28.6%	3		2	5	40.0%
Denmark	6		2	8	25.0%	5	6	7	18	38.9%
Djibouti			2	2	100.0%		2	2	4	50.0%
Dominica	1		1	2	50.0%		2	1	3	33.3%
Dominican Republic	5			5	0.0%	4	2		6	0.0%
Ecuador	3	1	1	5	20.0%	4	2	1	7	14.3%
Egypt	7		7	14	50.0%	7		10	17	58.8%
El Salvador	3	6		9	0.0%	7	1	1	9	11.1%
Equatorial Guinea	2			2	0.0%	2			2	0.0%
Eritrea	1	2	1	4	25.0%	4	1	1	6	16.7%
Estonia	3	1		4	0.0%	3	1		4	0.0%
Ethiopia	17		4	21	19.0%	11		7	18	38.9%
Fiji			1	1	100.0%		5	4	9	44.4%
Finland	6		7	13	53.8%	5	2	8	15	53.3%
France	67	7	31	105	29.5%	60	3	42	105	40.0%
Gabon	2			2	0.0%	2			2	0.0%
Gambia	4			5	0.0%	5		1	6	16.7%
Georgia	1		2	3	66.7%	1		3	4	75.0%
Germany	104	6	14	124	11.3%	95	16	18	129	14.0%
Ghana	4		7	11	63.6%	1		9	10	90.0%
Greece	9			10	0.0%	8			8	0.0%
Grenada	2			2	0.0%	2			2	0.0%
Guatemala	2		3	5	60.0%	1		3	4	75.0%
Guinea	2		2	4	50.0%	2		1	3	33.3%
Guinea-Bissau										
Guyana	11		3	14	21.4%	8		4	12	33.3%
Haiti	3		1	4	25.0%	3			3	0.0%
Honduras	2			2	0.0%	2			2	0.0%
Hungary	3	1	4	8	50.0%	4		5	9	55.6%
Iceland	5			5	0.0%	3			3	0.0%
India	29		13	42	31.0%	26		17	43	39.5%
Indonesia	4		3	7	42.9%	3	5	1	9	11.1%
Iran (Islamic Republic of)	10		2	12	16.7%	8		1	9	11.1%
Iraq	5		3	8	37.5%	3		3	6	50.0%
Ireland	9		4	13	30.8%	8		4	12	33.3%
Israel	10		1	11	9.1%	9		1	10	10.0%
Italy	44	4	16	64	25.0%	42	19	19	80	23.8%
Jamaica	12		2	14	14.3%	11		2	13	15.4%
Japan	80	10	16	106	15.1%	79	9	15	103	14.6%
Jordan	8		3	11	27.3%	7		4	11	36.4%
Kazakhstan			1	1	100.0%		3	1	4	25.0%
Kenya	8		5	13	38.5%	6		12	18	66.7%
Kiribati										
Kuwait								2	2	100.0%

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND TYPE OF APPOINTMENT (as of 30 June 2000 and 30 June 2001)

Country of Nationality	30 June 2000					30 June 2001				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Kyrgyzstan							1		1	0.0%
Lao People's Democratic Republic								1	1	100.0%
Latvia		2	1	3	33.3%	3			3	0.0%
Lebanon	12		2	14	14.3%	14		3	17	17.6%
Lesotho	6		1	7	14.3%	4		1	5	20.0%
Liberia	6		1	7	14.3%	5		1	6	16.7%
Libyan Arab Jamahiriya	4			4	0.0%	4			4	0.0%
Liechtenstein							1		1	0.0%
Lithuania	3		1	4	25.0%	4		1	5	20.0%
Luxembourg	3			3	0.0%	3	1		4	0.0%
Madagascar	7			7	0.0%	4		1	5	20.0%
Malawi	4		3	7	42.9%	3		4	7	57.1%
Malaysia	8		3	11	27.3%	6		5	11	45.5%
Maldives							1		1	0.0%
Mali	6		3	9	33.3%	5		2	7	28.6%
Malta	3			3	0.0%	1			1	0.0%
Marshall Islands										
Mauritania	3		1	4	25.0%	2		1	3	33.3%
Mauritius	5		1	6	16.7%	3		1	4	25.0%
Mexico	17		6	23	26.1%	14		8	22	36.4%
Micronesia (Federated States of)								1	1	100.0%
Monaco										
Mongolia	3	1		4	0.0%	3		1	4	25.0%
Morocco	8			8	0.0%	8		1	9	11.1%
Mozambique							1	2	3	66.7%
Myanmar	4			4	0.0%	2		1	3	33.3%
Namibia	2	1		3	0.0%	1	2		3	0.0%
Nauru										
Nepal	4		3	7	42.9%	4		5	9	55.6%
Netherlands	22		7	29	24.1%	21		10	31	32.3%
New Zealand	9		3	12	25.0%	8		6	14	42.9%
Nicaragua	5		1	6	16.7%	4		2	6	33.3%
Niger	2		1	3	33.3%	1		1	2	50.0%
Nigeria	7		6	13	46.2%	6		11	17	64.7%
Norway	4			4	0.0%	3	1	2	6	33.3%
Oman	2			2	0.0%	2			2	0.0%
Pakistan	7		12	19	63.2%	8		10	18	55.6%
Palau										
Panama	1	1	1	3	33.3%	2		1	3	33.3%
Papua New Guinea	3	1		4	0.0%	4			4	0.0%
Paraguay	3	1		4	0.0%	1	2		3	0.0%
Peru	13		3	16	18.8%	11		3	14	21.4%
Philippines	56		5	61	8.2%	48		7	55	12.7%
Poland	6	1	8	15	53.3%	7		5	12	41.7%
Portugal	4	1	1	6	16.7%	4	1	2	7	28.6%

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND TYPE OF APPOINTMENT (as of 30 June 2000 and 30 June 2001)

Country of Nationality	30 June 2000					30 June 2001				
	Type of Appointment				Percentage of	Type of Appointment				Percentage of
	Permanent	Probationary	Fixed-term	Total	fixed-term	Permanent	Probationary	Fixed-term	Total	fixed-term
Qatar			2	2	100.0%					
Republic of Korea	14	4	5	23	21.7%	16	2	4	22	18.2%
Republic of Moldova										
Romania	3	1		4	0.0%	3	7	1	11	9.1%
Russian Federation	73		49	122	40.2%	68		51	119	42.9%
Rwanda	3	2	1	6	16.7%	5	1	1	7	14.3%
Saint Kitts and Nevis	4	1	1	6	16.7%	5		1	6	16.7%
Saint Lucia	2		2	4	50.0%	2		2	4	50.0%
Saint Vincent and the Grenadines	3		2	5	40.0%	1		2	3	66.7%
Samoa	1			1	0.0%					
San Marino							1	1	2	50.0%
Sao Tome and Principe										
Saudi Arabia	5		2	7	28.6%	5		2	7	28.6%
Senegal	9		5	14	35.7%	9		7	16	43.8%
Seychelles	2			2	0.0%	2			2	0.0%
Sierra Leone	4		3	7	42.9%	4		5	9	55.6%
Singapore	9			9	0.0%	10		1	11	9.1%
Slovakia	5			5	0.0%	4			4	0.0%
Slovenia	1			1	0.0%	1	3	1	5	20.0%
Solomon Islands							1		1	0.0%
Somalia	5		2	7	28.6%	3		3	6	50.0%
South Africa	3	4	2	9	22.2%	7	2		9	0.0%
Spain	24	6	14	44	31.8%	28	10	11	49	22.4%
Sri Lanka	3		4	7	57.1%	3		5	8	62.5%
Sudan	7		2	9	22.2%	6		3	9	33.3%
Suriname	1		1	2	50.0%	1		2	3	66.7%
Swaziland		1	2	3	66.7%	1		3	4	75.0%
Sweden	13		6	19	31.6%	11	8	7	26	26.9%
Syrian Arab Republic	5		3	8	37.5%	6		5	11	45.5%
Tajikistan										
Thailand	22		5	27	18.5%	21		5	26	19.2%
The Former Yugoslav Republic of Macedonia	1	2	1	4	25.0%	3		1	4	25.0%
Togo	3		2	5	40.0%	3	2	1	6	16.7%
Tonga										
Trinidad and Tobago	11		4	15	26.7%	8		6	14	42.9%
Tunisia	7		3	10	30.0%	5		4	9	44.4%
Turkey	9		2	11	18.2%	7	1	4	12	33.3%
Turkmenistan										
Tuvalu			1	1	100.0%			1	1	100.0%
Uganda	6		6	12	50.0%	4		11	15	73.3%
Ukraine	16	2	4	22	18.2%	17		2	19	10.5%
United Arab Emirates	1			1	0.0%					
United Kingdom of Great Britain and Northern Ireland	51		33	85	38.8%	41	9	43	93	46.2%

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND TYPE OF APPOINTMENT (as of 30 June 2000 and 30 June 2001)

Country of Nationality	30 June 2000					30 June 2001				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
United Republic of Tanzania	10		1	11	9.1%	8		2	10	20.0%
United States of America	247	4	94	345	27.2%	204	1	101	306	33.0%
Uruguay	3		7	10	70.0%	1		7	8	87.5%
Uzbekistan										
Vanuatu								1	1	100.0%
Venezuela	9		4	13	30.8%	8	3	3	14	21.4%
Viet Nam	4		1	5	20.0%	2		1	3	33.3%
Yemen	3			3	0.0%	3		1	4	25.0%
Yugoslavia	7		3	10	30.0%	6		2	8	25.0%
Zambia	3			3	0.0%	2		3	5	60.0%
Zimbabwe	4		3	7	42.9%	3		3	6	50.0%
Subtotal	*1635*	*85*	*673*	*2396*	*28.1%*	*1464*	*159*	*809*	*2432*	*33.3%*
Palestine										
Stateless	2		1	3	33.3%	1			1	0.0%
Switzerland	7		4	11	36.4%	7		5	12	41.7%
Subtotal	*9*	*0*	*5*	*14*	*35.7%*	*8*	*0*	*5*	*13*	*38.5%*
Total	*1644*	*85*	*678*	*2410*	*28.1%*	*1472*	*159*	*814*	*2445*	*33.3%*

TABLE 3

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, GRADE AND GENDER
(1 July 2000 - 30 June 2001)

COUNTRY OF NATIONALITY	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total Staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Albania																2			2	2
Argentina														2					2	2
Australia									1				2	1					4	1
Azerbaijan																2			2	2
Belarus											1								1	
Belgium											1		1	1		1			4	2
Belize																1			1	1
Benin									1										1	
Bolivia															1				1	
Brazil													1						1	
Burundi									1										1	
Canada							1		1				1						3	
Central African Republic															1				1	
Croatia													1						1	
Denmark											1		1	1	2	2			7	3
Dominica															1				1	
Dominican Republic															1	1			2	1
Egypt		1												1					2	2
Ethiopia												1							1	1
Fiji															1	6			7	6
Finland										1					1				2	1
France	1						1	1		1		1							5	3
Gambia														1					1	1
Germany									2				1	1	4	6			14	7
Ghana											1								1	
India												1							1	1
Indonesia															3	2			5	2
Italy											1		2	3	3	5			14	8
Japan	1						1		1			1		2	1				7	3
Jordan										1									1	1
Kazakhstan															2	1			3	1
Kenya													1						1	
Kyrgyzstan															1				1	
Liechtenstein																1			1	1
Malaysia							1												1	
Mexico							1												1	
Morocco									1										1	
Mozambique									1						1				2	
Nepal											1								1	
New Zealand												1	1						2	1
Nicaragua														1					1	1
Nigeria									1		1	1							3	1
Norway									1				1						2	
Peru					1														1	
Republic of Korea	1												1						2	
Romania																1			1	1
Russian Federation										1									1	1
San Marino																2			2	2
Slovenia																1			1	1
Solomon Islands															1				1	
South Africa																1			1	1

TABLE 3

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, GRADE AND GENDER (1 July 2000 - 30 June 2001)

COUNTRY OF NATIONALITY	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total Staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
													1	1	3	2			7	3
Spain														1					1	1
Sudan														1					1	1
Swaziland													1		1	6			8	6
Sweden															2				2	
Togo								1											1	1
Turkey							1		1										2	
Uganda														1		2			3	3
United Kingdom of Great Britain and Northern Ireland													1						1	
United Republic of Tanzania			1					1			1	1				1			5	3
United States of America							1												1	
Vanuatu							7	3	12	4	3	7	17	18	30	46			158	79
Subtotal	3	1	1		1															
Others									1										1	
Switzerland																				
									1										1	
Subtotal																				
Total	3	1	1		1		7	3	13	4	8	7	17	18	30	46			159	79

TABLE 4

CHANGES IN STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, TYPE OF APPOINTMENT AND GENDER (30 June 2000 and 30 June 2001)

Country of Nationality	No. of Staff as of 30/6/99		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/6/00	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Afghanistan	4														1		5	
Albania	1		2	2			2	2									3	2
Algeria	11	2							2		2		4		2		9	2
Andorra																		
Angola	1																1	
Antigua and Barbuda	1	1															1	1
Argentina	20	10			2	2	2	2							1		23	12
Armenia	5														1	1	6	1
Australia	27	13			4	1	4	1	2	2	2	2	4	4	1	2	28	12
Austria	15	8							1	1	1	1	2	2		1	13	7
Azerbaijan	1		2	2			2	2									3	2
Bahamas	7	6													1	1	8	7
Bahrain																		
Bangladesh	10								1		1		2		2		10	
Barbados	3	3															3	3
Belarus	11				1		1								+1		11	
Belgium	24	9	1	1	3	1	4	2									28	11
Belize	1		1	1			1	1									2	1
Benin	5	1			1		1								-2	-1	4	
Bhutan	3														1		4	
Bolivia	6	3	1				1										7	3
Bosnia and Herzegovina	1																1	
Botswana	2	1															2	1
Brazil	35	13			1		1		1	1	1	1	2	2		1	34	12
Brunei Darussalam																		
Bulgaria	13	3															13	3
Burkina Faso	7	3							1		1		2				5	3
Burundi	7	2			1		1										8	2
Cambodia	2	1															2	1
Cameroon	18	5															18	5
Canada	52	21			3		3		5	4	5	4	10	8	4	4	49	17
Cape Verde	3																3	
Central African Republic	3				1		1										4	
Chad	3																3	
Chile	31	14							2	1	2	1	4	2	4	1	31	13
China	40	19							2		2		4		2	-1	38	18
Colombia	9	3													1		10	3
Comoros	1																1	
Congo	3																3	
Costa Rica	3	1															3	1
Cote d'Ivoire	10	1														1	10	2
Croatia	6	4			1		1										7	4
Cuba	7	2															7	2
Cyprus	4																4	
Czech Republic	9	3							1		1		2		2		9	3
Democratic People's Republic of Korea	1																1	
Democratic Republic of the Congo	5	2															5	2
Denmark	9	3	5	2	2	1	7	3	1		1		2		4	3	18	9
Djibouti	4	1															4	1
Dominica	2	1	1				1										3	1
Dominican Republic	4	1	2	1			2	1	1	1	1	1	2	2	2	1	6	1
Ecuador	7	2							1		1		2		2		7	2
Egypt	15	4			2	2	2	2	1		1		2		2		17	6
El Salvador	9	4															9	4
Equatorial Guinea	2																2	
Eritrea	7	2													-1		6	2
Estonia	4	2															4	2

TABLE 4

CHANGES IN STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, TYPE OF APPOINTMENT AND GENDER (30 June 2000 and 30 June 2001)

Country of Nationality	No. of Staff as of 30/6/99		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/6/00	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Ethiopia	17	4			1	1	1	1	2		2		4		4	1	18	6
Fiji	2		4	3	3	3	7	6								1	9	7
Finland	11	4	1		1	1	2	1							2	1	15	6
France	102	47			5	3	5	3	3		3		6		4		105	50
Gabon	2																2	
Gambia	5				1	1	1	1									6	1
Georgia	3														1		4	
Germany	123	43	10	6	4	1	14	7	5	1	5	1	10	2	2	-2	129	46
Ghana	9	5			1		1									1	10	6
Greece	8	5							2	2	2	2	4	4	4	3	8	4
Grenada	2																2	
Guatemala	5	2													-1		4	2
Guinea	3	1															3	1
Guinea-Bissau																		
Guyana	14	10							3	2	3	2	6	4	4	3	12	9
Haiti	4	2													-1		3	2
Honduras	2																2	
Hungary	8	2													1		9	2
Iceland	3								1		1		2		2		3	
India	41	15			1	1	1	1	1	1	1	1	2	2	3	1	43	15
Indonesia	6	2	5	2			5	2							-2		9	4
Iran (Islamic Republic of)	11	7							1		1		2			-1	9	6
Iraq	7	2							1		1		2		1		8	2
Ireland	11	4													1		12	4
Israel	11	4													-1		10	4
Italy	73	28	10	5	4	3	14	8	4	1	4	1	8	2	1		80	34
Jamaica	13	7															13	7
Japan	106	62	2	1	5	2	7	3	2	1	2	1	4	2	-6	-4	103	59
Jordan	10	1			1	1	1	1									11	2
Kazakhstan	1		3	1			3	1									4	1
Kenya	14	7			1		1								3	1	18	8
Kiribati																		
Kuwait	2	2															2	2
Kyrgyzstan			1				1										1	
Lao People's Democratic Republic	1																1	
Latvia	3	1															3	1
Lebanon	16	6													1	1	17	7
Lesotho	5	3															5	3
Liberia	7	5													-1	-1	6	4
Libyan Arab Jamahiriya	4																4	
Liechtenstein			1	1			1	1									1	1
Lithuania	5	3															5	3
Luxembourg	4	1															4	1
Madagascar	8	2							3		3		6		3		5	2
Malawi	7																7	
Malaysia	10	6			1		1										11	6
Maldives	1																1	
Mali	8	1							1		1		2		1		7	1
Malta	1																1	
Marshall Islands																		
Mauritania	4								1		1		2		1		3	
Mauritius	4																4	
Mexico	23	11			1		1		1		1		2				22	11
Micronesia (Federated States of)	1																1	
Monaco																		
Mongolia	4	2															4	2
Morocco	7	3			1		1								1	1	9	4

TABLE 4

CHANGES IN STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, TYPE OF APPOINTMENT AND GENDER (30 June 2000 and 30 June 2001)

Country of Nationality	No. of Staff as of 30/6/99		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/6/00	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Mozambique	1		1		1		2										3	
Myanmar	2	1													1		3	1
Namibia	5	1													-2	-1	3	
Nauru																		
Nepal	7				1		1								1		9	
Netherlands	29	5													2	1	31	6
New Zealand	12	5			2	1	2	1									14	6
Nicaragua	5	3			1	1	1	1									6	4
Niger	3	2													-1		2	2
Nigeria	12	3			3	1	3	1							2	1	17	5
Norway	5	1			2		2		1		1		2		1		6	1
Oman	2	1															2	1
Pakistan	20	5													-2		18	5
Palau																		
Panama	3	1															3	1
Papua New Guinea	4																4	
Paraguay	5	3							1		1		2			-1	3	2
Peru	15	6			1		1		2	1	2	1	4	2	2	1	14	5
Philippines	56	34							1		1		2		1	1	55	35
Poland	13	2													-1		12	2
Portugal	9	3							1		1		2				7	3
Qatar	1														-1			
Republic of Korea	23	8	1		1		2		1		1		2		-1		22	8
Republic of Moldova																		
Romania	10	2	1	1			1	1	1		1		2		2		11	3
Russian Federation	119	15			1	1	1	1	2		2		4		3		119	16
Rwanda	7	1															7	1
Saint Kitts and Nevis	6	4															6	4
Saint Lucia	4	2															4	2
Saint Vincent and the Grenadines	5	2							1	1	1	1	2	2		1	3	1
Samoa																		
San Marino			1	1	1	1	2	2									2	2
Sao Tome and Principe																		
Saudi Arabia	8	5													-1		7	5
Senegal	15	5													1		16	5
Seychelles	2																2	
Sierra Leone	9	3															9	3
Singapore	10	4													1	1	11	5
Slovakia	5								1		1		2		1		4	
Slovenia	3	1	1	1			1	1							1	1	5	3
Solomon Islands	1		1				1								-1		1	
Somalia	6	1															6	1
South Africa	9	4	1	1			1	1							-1	-1	9	4
Spain	46	22	6	2	1	1	7	3							-4	-3	49	22
Sri Lanka	7	3							1		1		2		3		8	3
Sudan	8	1			1	1	1	1									9	2
Suriname	3	1															3	1
Swaziland	4	1			1	1	1	1							-1		4	2
Sweden	18	8	7	6	1		8	6	1	1	1	1	2	2	2	2	26	14
Syrian Arab Republic	11	5															11	5
Tajikistan																		
Thailand	27	14							1		1		2		1		26	14
The former Yugoslav Republic of Macedonia	4	1															4	1
Togo	4		2				2										6	
Tonga																		
Trinidad and Tobago	14	10							1	1	1	1	2	2	2	1	14	9

TABLE 4

CHANGES IN STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, TYPE OF APPOINTMENT AND GENDER (30 June 2000 and 30 June 2001)

Country of Nationality	No. of Staff as of 30/6/99		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/6/00	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
																	9	1
Tunisia	9	1															12	6
Turkey	12	6			1	1	1	1	1	1	1	1	2	2	1	1		
Turkmenistan																	1	
Tuvalu	1																15	4
Uganda	13	4			2		2										19	2
Ukraine	19	2																
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland	90	35	3	3			3	3	6	1	6	1	12	2	12	1	93	37
United Republic of Tanzania	10	5			1		1		1		1		2		1		10	5
United States of America	325	181	1	1	4	2	5	3	23	11	23	11	46	22	22	12	306	174
Uruguay	10	2							2		2		4		2		8	2
Uzbekistan																	1	
Vanuatu					1		1								-1	-1	14	8
Venezuela	15	9													-1		3	1
Viet Nam	4	1															4	
Yemen	4														-1		8	1
Yugoslavia	9	1							1		1		2		1		5	1
Zambia	6	1							1		1		2		1		6	1
Zimbabwe	7	1																
Subtotal	2377	932	78	44	80	35	158	79	104	35	104	35	208	70	105	37	2432	978
Other																	1	
Palestine	1															1	12	5
Stateless	11	4			1		1											
Switzerland																1	13	5
	12	4			1		1											
Subtotal																		
Total	2389	936	78	44	81	35	159	79	104	35	104	35	208	70	105	38	2445	983

a/ Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ Shows gains and losses resulting from staff:

1. Movement between posts subject to geographical distribution and posts with special language requirements;
2. Placed on special leave without pay or returned from such leave;
3. Detailed or assigned to technical assistance project or returned from such project;
4. Seconded to UNDP or other United Nations bodies or returned from such secondment;
5. Promoted from the General Service category to the Professional category;
6. Changing nationality.

TABLE 5

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS BY NATIONALITY, GRADE AND GENDER (30 JUNE 2000 and 30 JUNE 2001)

COUNTRY OF NATIONALITY	Total Staff 30/6/00	Total Female 30/6/00	P-5		P-4		P-3		P-2		P-1		Total Female 30/6/01	Total Staff 30/6/01
			M	F	M	F	M	F	M	F	M	F		
Algeria	6	0	1		1		3						0	5
Argentina	25	12	4	4	4	5	5	4					13	26
Austria	2	1	2										0	2
Belarus	6	0			3		4						0	7
Belgium	15	8	1	2	5	2	2	3	1				7	16
Benin	2	0			1		1						0	2
Brazil	1	1						1					1	1
Bulgaria	1	0	1										0	1
Burkina Faso	1	0					1		1				0	2
Cameroon	1	0			1								0	1
Canada	10	6	1		3	5	6	1		1			7	17
Chile	11	5	2	1		1	2			1			3	7
China	129	34	12	5	41	12	38	21	3	1			39	133
Colombia	8	7	1	1		3	1	1					5	7
Costa Rica	1	1						1					1	1
Cote d'Ivoire	1	0					1						0	1
Cuba	6	3		1	1	1	2	2	1				4	8
Ecuador	2	1		1	1		1						1	3
Egypt	55	18	7	1	16	9	8	5					15	46
France	119	83	6	15	11	32	11	25	1	5			77	106
Germany	4	3		1		1	1	1	1				3	5
Ghana	2	0			2								0	2
Guatemala	1	1				1							1	1
Guyana	3	2			1	1		1					2	3
India	1	1											0	0
Iran (Islamic Republic of)	1	1				1							1	1
Iraq	2	1			1			1					1	2
Ireland	1	1			1								0	1
Israel	2	0	1				1						0	2
Italy	0	0						1					1	1
Jamaica	2	2		1		1							2	2
Jordan	5	2	2		1			2					2	5
Kazakhstan	1	0	1										0	1
Kenya	1	0			1			2	1				2	4
Lebanon	11	6			1	3	5	2					5	11
Libyan Arab Jamahiriya	0	0					1						0	1
Madagascar	1	1						1					1	1
Malaysia	1	0			1								0	1
Mali	1	0											0	0
Mauritius	1	1						1					1	1
Mexico	4	4		2		2							4	4
Morocco	9	1			2		6	2	1				2	11
Panama	1	0			1								0	1
Paraguay	1	1						1					1	1
Peru	5	3		1	1	1	1						2	4
Russian Federation	141	7	20		60	1	58	4		1			6	144
Senegal	5	0			1		3						0	4
Spain	35	14	3	3	8	5	7	11	3	4			23	44

TABLE 5

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS BY NATIONALITY, GRADE AND GENDER (30 JUNE 2000 and 30 JUNE 2001)

COUNTRY OF NATIONALITY	Total Staff 30/6/00	Total Female 30/6/00	P-5		P-4		P-3		P-2		P-1		Total Female 30/6/01	Total Staff 30/6/01
			M	F	M	F	M	F	M	F	M	F		
Sudan	9	0	1		4		7		1	1			1	14
Sweden	1	1						1					1	1
Syrian Arab Republic	15	5	3	1	5	1	2	4					6	16
Trinidad and Tobago	3	2	1			1		1					2	3
Tunisia	15	3	2		8	3	4		1				3	18
Ukraine	8	0			1		6						0	7
United Kingdom of Great Britain and Northern Ireland	58	27	4	12	13	10	10	5		1			28	55
United States of America	78	44	4	9	19	18	8	19		1			47	78
Uruguay	6	4	1		1	3		2					5	7
Yemen	1	0			1								0	1
Zimbabwe	0	0			1								0	1
Subtotal	*838*	*318*	*81*	*61*	*223*	*123*	*206*	*126*	*15*	*16*	*0*	*0*	*326*	*851*
Palestine	2	0			2								0	2
Switzerland	6	4		1	1	3	1		1				4	7
Subtotal	*8*	*4*	*0*	*1*	*3*	*3*	*1*	*0*	*1*	*0*	*0*	*0*	*4*	*9*
Total	846	322	81	62	226	126	207	126	16	16	0	0	330	860

TABLE 6

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE BY NATIONALITY, GRADE AND GENDER (30 JUNE 2000 AND 30 JUNE 2001)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/00		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff* as of 30/6/2001	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
Afghanistan	2										1		1		1		1					4
Albania	1												2		4	2	1	3	3	5	10	20
Algeria	1	1											1		1							2
Argentina	4	2									1			1	3	2	1				3	8
Armenia																1	1	1			2	3
Australia	12								1	1	7	1	8	5	14	9	6	2		1	19	55
Austria	4	1							2		1		1	3	4		3	2			5	16
Bangladesh	1								1	1	1		7		8		7				1	25
Barbados															1							1
Belarus													1	1	1						1	3
Belgium	6						1				1		2	1	7		1	1	1		2	15
Benin	1	1									1				3							4
Bhutan																	1					1
Bolivia	3												1		1			1			1	3
Bosnia and Herzegovina															1	1					1	2
Botswana			1																			1
Brazil	3	1											3	1	4	1	1	2			4	12
Bulgaria	3												3	2	2		1	1	1		3	10
Burkina Faso	2										1			1				1			2	3
Burundi	2												3		2		1					6
Cameroon	3												4		1		1	1			1	7
Canada	20	3							1		4		17	5	18	8	6	8		1	22	68
Central African Republic																	1					1
Chad	1														2							2
Chile	3	1											1		1	2	2				2	6
China	3	1									1		3		7	2	2	3			5	18
Colombia	4	1									1				2		2	2			2	7
Comoros											1				1							2
Congo													1		1							2
Costa Rica	2														1							1
Cote d'Ivoire	4	2											1		4		1	1		1	2	8
Croatia	1	1													1			1		4	5	6
Cuba																	1					1
Czech Republic	1	1									1		2	1				1			2	5

TABLE 6

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE BY NATIONALITY, GRADE AND GENDER (30 JUNE 2000 AND 30 JUNE 2001)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/00		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff* as of 30/6/2001	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
Democratic Republic of the Congo	1														1		1					2
Denmark	2		1										3	1		1		2	1	1	5	10
Dominican Republic	1	1													1							1
Ecuador	1												1								1	3
Egypt	2												2	1								3
El Salvador	3												2		1						1	3
Eritrea													1	1			1				2	15
Ethiopia	6				1						3		7		1							1
Fiji	2														1							
Finland	5								1		1		2	1	2	1					2	8
France	18	8			1		2		4	1	4		14	3	11	7	9	9			20	65
Gabon	2														1							1
Gambia	1										2		6		2							10
Germany	11	6			2		1		1		5	3	8	2	7	5	9	3			13	46
Ghana	7												5		6		3					14
Greece	2	1							1				1					1			1	3
Guinea	2														1							1
Guinea-Bissau													1	2	2						2	5
Guyana	2	2					1				1		1	2	2	1					5	8
Honduras																	2					3
Hungary	1								1		1							1			1	3
Iceland																1					1	1
India	20	3					1		2		5		20	2	17	5	2			1	7	55
Indonesia																1					1	1
Iran (Islamic Republic of)	1				1						1				1			1			1	3
Iraq															1							2
Ireland	6	1			1						4		1		3	2		2		1	5	14
Israel													1				1					2
Italy	11	2			2				2		3	1	9		11	3	4	1		1	6	37
Jamaica	2	2														1		1			2	2
Japan	2	1									3		4			1	2				1	10
Jordan	2												1		2		2					5
Kazakhstan													2	1							1	3
Kenya	4	2			1								5	1	5	2		1			4	15
Kyrgyzstan												1									1	1

TABLE 6

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE BY NATIONALITY, GRADE AND GENDER (30 JUNE 2000 AND 30 JUNE 2001)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/00		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/2001	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
Lebanon	2														2	1		1			2	4
Liberia	4								1		1		4		2		1					9
Lithuania													2									2
Madagascar																1	1				1	2
Malawi											1				1							2
Malaysia	1	1			1				1						3	1		2			3	8
Mali	3								1						1		1					3
Malta	1	1														1					1	1
Mauritania	1												2		3							5
Mauritius																	1					1
Mexico													2			1					1	3
Morocco													1		1			1			1	3
Mozambique							1			1			1	2			1				3	6
Myanmar	1												2		1	1	1	1			2	6
Namibia													1		1							2
Nepal	2						1						7		9		2					19
Netherlands	2						1						3	3	3	3	2	1			7	16
New Zealand	9	5			1						3		2	3	3		2				3	14
Nicaragua																		1			1	1
Niger	2										1				1							2
Nigeria	9	1	1				1				3		3	1	6		1	1			2	17
Norway	3	1	1								1		1			1	1				1	5
Pakistan	3						1			1	4		22	1	14	1	6	1			4	51
Panama	1	1																				
Peru	2	1											3		2	1	1	1			2	8
Philippines	3	2							1		1	1		1	3	2	1	1			5	11
Poland	4	1					1				3	1	6	1	3				1		2	16
Portugal	1						1				3		3	1	3	1	1	2		1	5	16
Republic of Korea	1	1												1	1						1	2
Romania	2	1											1	1	1	4		2			7	9
Russian Federation	10						1		2		8		15	1	9	2		1			4	39
Rwanda	2												1		3		1					5
Saint Lucia														1							1	1
Saint Vincent and the Grenadines																	1					1
Sao Tome and Principe	1												1									1

TABLE 6

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE BY NATIONALITY, GRADE AND GENDER (30 JUNE 2000 AND 30 JUNE 2001)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/00		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/2001	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
Senegal	3	1					1						6	2	1		2	1			3	13
Sierra Leone	3	1											4	1	1		1				1	7
Slovakia	1	1													1							1
Slovenia	1												1									1
Somalia	2										2		3		2			1		1	2	8
South Africa	1										1		1		4					1	4	18
Spain	7	3			1				2				2		1	1	8	2		1	4	5
Sri Lanka	2								1				1		3							19
Sudan	7	2								1	1		7	2	3	1	2	1	1		5	2
Syrian Arab Republic	2								1								1				1	1
Tajikistan																		1			1	2
Thailand	1	1			1																	1
The Former Yugoslav Republic of Macedonia	1												1								1	9
Togo	3	1											4	1	4							1
Trinidad and Tobago	2	1											1								1	6
Tunisia	1												2	1	2		1				1	5
Turkey	2								1				2		1	1						
Tuvalu	1												7	2	6	1	1	2			5	20
Uganda	2						1				1		6		2		3					12
Ukraine	3																				15	81
United Kingdom of Great Britain and Northern Ireland	27	9			2		3		3		5	1	23	4	22	6	7	4	1		2	17
United Republic of Tanzania	3	1							1		1		3	1	6	1	4				41	126
United States of America	46	23	2		1		1		4		4	3	22	8	31	14	19	16	1		1	8
Uruguay	2						1				1				5			1				1
Uzbekistan																	1					5
Venezuela	2												2		1		2					2
Yemen											1				1						1	2
Yugoslavia	2										1					1						1
Zambia													2				1					4
Zimbabwe	3																2					
Subtotal	*407*	*105*	*7*		*18*		*21*		*37*	*7*	*107*	*14*	*344*	*77*	*352*	*110*	*158*	*100*	*11*	*18*	*326*	*1381*
Others																						

TABLE 6

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE BY NATIONALITY, GRADE AND GENDER (30 JUNE 2000 AND 30 JUNE 2001)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/00		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff* as of 30/6/2001	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
															1		1					2
Palestine																						
Switzerland	2										2		1			1					1	4
Subtotal	2										2		1		1	1	1				1	6
Total	409	105	7		18		21		37	7	109	14	345	77	353	111	159	100	11	18	327	1387

* The number of staff includes 1,193 Staff with an appointment of a limited duration (ALD) . 295 of these staff are female

TABLE 7

DESIRABLE RANGE AND WEIGHTED DISTRIBUTION FOR STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL WEIGHTED STAFF POSITION, BY MEMBER STATE (AS OF 30 JUNE 2001)

Country of Nationality	1/ Assessment Percentage	2/ Desirable Range	3/ Mid-Point	4/ No.of Staff	Weighted Mid-Point	Weighted Range	Weighted Staff Position
Afghanistan	0.008	1-14	6.03	5	467.73	81-1132	430
Albania	0.003	1-14	5.63	3	435.04	81-1132	171
Algeria	0.070	2-14	7.16	9	559.16	171-1132	933
Andorra	0.004	1-14	5.56	0	429.53	81-1132	0
Angola	0.002	1-14	5.80	1	448.77	81-1132	80
Antigua and Barbuda	0.002	1-14	5.53	1	427.2	81-1132	110
Argentina	1.156	18-28	22.83	23	1826.4	1438-2215	2040
Armenia	0.002	1-14	5.61	6	433.43	81-1132	330
Australia	1.636	25-34	29.31	28	2350.33	1962-2739	2500
Austria	0.952	14-24	19.30	13	1540.18	1152-1928	1074
Azerbaijan	0.004	1-14	5.73	3	443.14	81-1132	159
Bahamas	0.012	1-14	5.68	8	439.18	81-1132	472
Bahrain	0.018	1-14	5.77	0	446.74	81-1132	0
Bangladesh	0.010	4-14	8.41	10	660.1	272-1132	913
Barbados	0.009	1-14	5.64	3	435.66	81-1132	242
Belarus	0.019	1-14	6.00	11	465.02	81-1132	886
Belgium	1.136	17-27	21.97	28	1756.8	1369-2145	2401
Belize	0.001	1-14	5.52	2	426.36	81-1132	118
Benin	0.002	1-14	5.67	4	437.92	81-1132	356
Bhutan	0.001	1-14	5.56	4	429.52	81-1132	305
Bolivia	0.008	1-14	5.79	7	448.28	81-1132	427
Bosnia and Herzegovina	0.004	1-14	5.65	1	436.95	81-1132	65
Botswana	0.010	1-14	5.68	2	439.15	81-1132	118
Brazil	2.231	35-47	40.99	34	3294.93	2801-3789	2881
Brunei Darussalam	0.033	1-14	5.98	0	463.5	81-1132	0
Bulgaria	0.013	1-14	5.87	13	454.61	81-1132	1046
Burkina Faso	0.002	1-14	5.77	5	446.24	81-1132	402
Burundi	0.001	1-14	5.66	8	437.23	81-1132	585
Cambodia	0.002	1-14	5.78	2	447.57	81-1132	145
Cameroon	0.009	1-14	5.95	18	460.83	81-1132	1476
Canada	2.573	37-49	42.97	49	3454.63	2936-3973	4280
Cape Verde	0.001	1-14	5.53	3	426.68	81-1132	227
Central African Republic	0.001	1-14	5.59	4	432.18	81-1132	278
Chad	0.001	1-14	5.68	3	438.97	81-1132	242
Chile	0.198	4-14	8.66	31	680.33	292-1132	2233
China	1.541	47-64	55.38	38	4458.72	3790-5128	3302
Colombia	0.186	4-14	9.07	10	713.09	325-1132	910
Comoros	0.001	1-14	5.53	1	427.11	81-1132	80
Congo	0.001	1-14	5.58	3	430.92	81-1132	242
Costa Rica	0.020	1-14	5.86	3	453.89	81-1132	240
Cote d'Ivoire	0.009	1-14	5.95	10	460.81	81-1132	772
Croatia	0.039	1-14	6.16	7	478.07	90-1132	449
Cuba	0.030	1-14	6.18	7	479.4	91-1132	532
Cyprus	0.038	1-14	6.06	4	470.1	82-1132	454
Czech Republic	0.189	4-14	8.43	9	661.8	274-1132	783

TABLE 7

DESIRABLE RANGE AND WEIGHTED DISTRIBUTION FOR STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL WEIGHTED STAFF POSITION, BY MEMBER STATE (AS OF 30 JUNE 2001)

Country of Nationality	1/ Assessment Percentage	2/ Desirable Range	3/ Mid-Point	4/ No.of Staff	Weighted Mid-Point	Weighted Range	Weighted Staff Position
Democratic People's Republic of Korea	0.009	1-14	6.15	1	477.05	89-1132	53
Democratic Republic of the Congo	0.004	2-14	6.65	5	517.52	129-1132	417
Denmark	0.753	12-21	16.39	18	1305.08	917-1693	1262
Djibouti	0.001	1-14	5.53	4	427.05	81-1132	283
Dominica	0.001	1-14	5.52	3	426.06	81-1132	186
Dominican Republic	0.023	1-14	6.04	6	468.1	81-1132	445
Ecuador	0.025	1-14	6.13	7	475.52	87-1132	464
Egypt	0.081	3-14	8.12	17	636.76	249-1132	1719
El Salvador	0.018	1-14	5.89	9	456.4	81-1132	567
Equatorial Guinea	0.001	1-14	5.53	2	426.7	81-1132	145
Eritrea	0.001	1-14	5.60	6	432.34	81-1132	369
Estonia	0.010	1-14	5.68	4	438.9	81-1132	236
Ethiopia	0.004	2-14	6.89	18	536.79	149-1132	1366
Fiji	0.004	1-14	5.58	9	430.82	81-1132	477
Finland	0.525	8-18	13.12	15	1041.14	653-1429	1201
France	6.503	85-115	99.80	105	8050.63	6843-9258	8789
Gabon	0.014	1-14	5.73	2	443.09	81-1132	130
Gambia	0.001	1-14	5.54	6	428.13	81-1132	630
Georgia	0.005	1-14	5.69	4	439.63	81-1132	320
Germany	9.825	126-170	147.82	129	11933.89	10144-13724	10156
Ghana	0.005	1-14	6.00	10	464.92	81-1132	889
Greece	0.542	9-18	13.49	8	1070.42	682-1459	647
Grenada	0.001	1-14	5.52	2	426.09	81-1132	118
Guatemala	0.027	1-14	6.13	4	475.36	87-1132	290
Guinea	0.003	1-14	5.71	3	441.4	81-1132	210
Guinea-Bissau	0.001	1-14	5.54	0	428.01	81-1132	0
Guyana	0.001	1-14	5.54	12	427.45	81-1132	1068
Haiti	0.002	1-14	5.70	3	440.8	81-1132	254
Honduras	0.005	1-14	5.71	2	441.64	81-1132	130
Hungary	0.121	3-14	7.46	9	582.84	195-1132	739
Iceland	0.033	1-14	5.98	3	463.43	81-1132	269
India	0.343	27-37	31.94	43	2562.63	2174-2951	3475
Indonesia	0.201	8-18	12.91	9	1023.81	636-1412	585
Iran (Islamic Republic of)	0.253	6-15	10.49	9	827.87	440-1216	865
Iraq	0.127	3-14	7.80	6	610.73	223-1132	527
Ireland	0.296	5-15	9.82	12	773.72	386-1162	1084
Israel	0.417	7-16	11.60	10	917.7	530-1306	858
Italy	5.094	68-92	79.62	80	6418.56	5456-7381	6081
Jamaica	0.004	1-14	5.62	13	433.95	81-1132	995
Japan	19.629	246-332	289.00	103	23351.23	19849-26854	7702
Jordan	0.008	1-14	5.76	11	445.33	81-1132	933
Kazakhstan	0.029	1-14	6.28	4	487.57	99-1132	256
Kenya	0.008	1-14	6.26	18	486.04	98-1132	1495
Kiribati	0.001	1-14	5.52	0	426.07	81-1132	0
Kuwait	0.148	3-14	7.66	2	599.56	211-1132	189

TABLE 7

DESIRABLE RANGE AND WEIGHTED DISTRIBUTION FOR STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL WEIGHTED STAFF POSITION, BY MEMBER STATE (AS OF 30 JUNE 2001)

Country of Nationality	1/ Assessment Percentage	2/ Desirable Range	3/ Mid-Point	4/ No.of Staff	Weighted Mid-Point	Weighted Range	Weighted Staff Position
Kyrgyzstan	0.001	1-14	5.62	1	434.25	81-1132	53
Lao People's Democratic Republic	0.001	1-14	5.63	1	435.19	81-1132	80
Latvia	0.010	1-14	5.70	3	440.73	81-1132	171
Lebanon	0.012	1-14	5.75	17	444.37	81-1132	1332
Lesotho	0.001	1-14	5.56	5	429.63	81-1132	370
Liberia	0.001	1-14	5.58	6	430.71	81-1132	529
Libyan Arab Jamahiriya	0.067	2-14	6.58	4	511.83	124-1132	354
Liechtenstein	0.006	1-14	5.59	1	431.77	81-1132	53
Lithuania	0.017	1-14	5.83	5	451.07	81-1132	340
Luxembourg	0.080	2-14	6.66	4	518.04	130-1132	260
Madagascar	0.003	1-14	5.88	5	455.24	81-1132	375
Malawi	0.002	1-14	5.76	7	445.64	81-1132	549
Malaysia	0.237	5-14	9.38	11	738.62	350-1132	1137
Maldives	0.001	1-14	5.52	1	426.41	81-1132	53
Mali	0.002	1-14	5.77	7	446.26	81-1132	610
Malta	0.015	1-14	5.73	1	442.79	81-1132	110
Marshall Islands	0.001	1-14	5.52	0	426.04	81-1132	0
Mauritania	0.004	1-14	5.57	3	430.46	81-1132	240
Mauritius	0.011	1-14	5.69	4	439.57	81-1132	465
Mexico	1.093	18-28	23.26	22	1860.62	1472-2249	1933
Micronesia (Federated States of)	0.001	1-14	5.52	1	426.13	81-1132	53
Monaco	0.004	1-14	5.56	0	429.46	81-1132	0
Mongolia	0.001	1-14	5.57	4	430.24	81-1132	275
Morocco	0.045	2-14	6.76	9	526.62	138-1132	816
Mozambique	0.001	1-14	5.89	3	456.27	81-1132	260
Myanmar	0.010	2-14	6.63	3	516.13	128-1132	272
Namibia	0.007	1-14	5.64	3	435.85	81-1132	159
Nauru	0.001	1-14	5.52	0	425.95	81-1132	0
Nepal	0.004	1-14	6.04	9	468.57	81-1132	771
Netherlands	1.748	26-36	30.85	31	2474.37	2086-2863	2540
New Zealand	0.242	4-14	9.05	14	711.43	323-1132	1259
Nicaragua	0.001	1-14	5.62	6	434.55	81-1132	405
Niger	0.001	1-14	5.74	2	443.88	81-1132	175
Nigeria	0.062	4-14	8.75	17	687.3	299-1132	1435
Norway	0.650	10-20	14.90	6	1184.41	796-1573	440
Oman	0.062	2-14	6.44	2	500.57	112-1132	234
Pakistan	0.061	5-14	9.66	18	761.02	373-1149	1580
Palau	0.001	1-14	5.52	0	425.96	81-1132	0
Panama	0.018	1-14	5.82	3	450.54	81-1132	254
Papua New Guinea	0.006	1-14	5.69	4	439.96	81-1132	248
Paraguay	0.016	1-14	5.85	3	452.63	81-1132	171
Peru	0.119	3-14	7.75	14	606.86	219-1132	1202
Philippines	0.101	4-14	8.61	55	676.35	288-1132	4087
Poland	0.353	7-16	11.41	12	902.34	514-1291	1119
Portugal	0.465	8-17	12.37	7	990.21	592-1368	478

TABLE 7

DESIRABLE RANGE AND WEIGHTED DISTRIBUTION FOR STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL WEIGHTED STAFF POSITION, BY MEMBER STATE (AS OF 30 JUNE 2001)

Country of Nationality	1/ Assessment Percentage	2/ Desirable Range	3/ Mid-Point	4/ No.of Staff	Weighted Mid-Point	Weighted Range	Weighted Staff Position
Qatar	0.034	1-14	6.00	0	465.07	81-1132	0
Republic of Korea	1.728	26-36	31.24	22	2506.36	2118-2895	1520
Republic of Moldova	0.002	1-14	5.63	0	434.94	81-1132	0
Romania	0.059	2-14	6.85	11	533.36	145-1132	666
Russian Federation	1.200	21-31	25.91	119	2075.29	1687-2463	9832
Rwanda	0.001	1-14	5.66	7	437.77	81-1132	439
Saint Kitts and Nevis	0.001	1-14	5.52	6	426	81-1132	381
Saint Lucia	0.002	1-14	5.53	4	427.35	81-1132	320
Saint Vincent and the Grenadines	0.001	1-14	5.52	3	426.13	81-1132	198
Samoa	0.001	1-14	5.52	0	426.23	81-1132	0
San Marino	0.002	1-14	5.53	2	427.13	81-1132	106
Sao Tome and Principe	0.001	1-14	5.52	0	426.18	81-1132	0
Saudi Arabia	0.557	9-19	13.92	7	1105.1	717-1493	592
Senegal	0.005	1-14	5.77	16	446.76	81-1132	1463
Seychelles	0.002	1-14	5.53	2	427.22	81-1132	177
Sierra Leone	0.001	1-14	5.62	9	434.12	81-1132	800
Singapore	0.395	6-16	11.24	11	888.5	500-1277	1120
Slovakia	0.043	1-14	6.24	4	484.17	96-1132	275
Slovenia	0.081	2-14	6.70	5	522	134-1132	421
Solomon Islands	0.001	1-14	5.53	1	426.68	81-1132	53
Somalia	0.001	1-14	5.72	6	442.49	81-1132	499
South Africa	0.410	7-17	12.24	9	969.49	581-1358	581
Spain	2.534	36-49	42.61	49	3425.8	2912-3940	3416
Sri Lanka	0.016	1-14	6.15	8	476.94	89-1132	667
Sudan	0.006	1-14	6.22	9	482.45	94-1132	739
Suriname	0.002	1-14	5.54	3	427.83	81-1132	198
Swaziland	0.002	1-14	5.55	4	428.79	81-1132	293
Sweden	1.033	16-25	20.47	26	1635.25	1247-2023	2128
Syrian Arab Republic	0.081	2-14	7.01	11	546.41	158-1132	788
Tajikistan	0.001	1-14	5.65	0	436.87	81-1132	0
Thailand	0.275	6-16	10.79	26	852.55	464-1241	1845
The former Yugoslav Republic of Macedonia	0.006	1-14	5.63	4	435.29	81-1132	212
Togo	0.001	1-14	5.61	6	433.81	81-1132	470
Tonga	0.001	1-14	5.52	0	426.1	81-1132	0
Trinidad and Tobago	0.016	1-14	5.76	14	445.58	81-1132	987
Tunisia	0.031	1-14	6.15	9	477.36	89-1132	903
Turkey	0.443	8-18	13.24	12	1050.86	663-1439	1144
Turkmenistan	0.003	1-14	5.65	0	436.95	81-1132	0
Tuvalu	0.001	1-14	5.52	1	425.95	81-1132	80
Uganda	0.005	1-14	6.04	15	468.27	81-1132	1298
Ukraine	0.053	3-14	7.38	19	576.63	188-1132	1523
United Arab Emirates	0.204	4-14	8.48	0	665.57	277-1132	0
United Kingdom of Great Britain and Northern Ireland	5.568	73-99	86.43	93	6969.01	5924-8014	7838
United Republic of Tanzania	0.004	1-14	6.27	10	486.97	99-1132	925

TABLE 7

DESIRABLE RANGE AND WEIGHTED DISTRIBUTION FOR STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL WEIGHTED STAFF POSITION, BY MEMBER STATE (AS OF 30 JUNE 2001)

Country of Nationality	1/ Assessment Percentage	2/ Desirable Range	3/ Mid-Point	4/ No.of Staff	Weighted Mid-Point	Weighted Range	Weighted Staff Position
United States of America	22.000	277-375	326.10	306	26351.66	22399-30304	25831
Uruguay	0.075	2-14	6.65	8	517.4	129-1132	765
Uzbekistan	0.011	1-14	6.19	0	480.62	92-1132	0
Vanuatu	0.001	1-14	5.52	1	426.25	81-1132	110
Venezuela	0.210	4-14	9.03	14	709.65	321-1132	1003
Viet Nam	0.015	3-14	7.44	3	581.21	193-1132	225
Yemen	0.007	1-14	5.98	4	463.48	81-1132	367
Yugoslavia	0.020	1-14	6.02	8	466.94	81-1132	632
Zambia	0.002	1-14	5.73	5	442.83	81-1132	417
Zimbabwe	0.008	1-14	5.90	6	456.77	81-1132	516
Total	100.000			2432	206426.16		

1/ Source:General Assembly Resolution 55/5 B-F of 23 December 2000

2/ Derive from application of the methodology established by the General Assembly in its resolution of 21 December 1987.

3/ Calculated on the basis of the membership, population and contribution factors.

4/ Excludes 13 staff members from non-Members States

TABLE 8

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT BY DEPARTMENT OR OFFICE AND GRADE

A. STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
(AS OF 30 JUNE 2001)

DEPARTMENT/ OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percent Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
dda	1				2		1	1	4	6	4	2	3	1	2	1			17	11	28	39.3%
desa	1		1	1	7	3	16	11	28	27	36	37	27	24	17	16			133	119	252	47.2%
dgaacs	1		1		3		7	7	7	4	7	6	4	8	1	2			31	27	58	46.6%
dm	1				2		4	2	3	7	2	3	2	3	1	2			15	17	32	53.1%
dm/ocss			1		2		4	3	12	3	21	9	19	3	11	6			70	24	94	25.5%
dm/ohrm				1	1	2	2	1	5	7	11	12	7	7	4	3			30	33	63	52.4%
dm/oppba			1		4		2	2	7	7	12	17	11	13	6	7			43	46	89	51.7%
dpa	1		2		5	2	7	6	13	8	15	9	8	7	3	4			54	36	90	40.0%
dpi					5	1	7	8	20	13	31	28	30	43	18	21			111	114	225	50.7%
dpko	1		2		4		3	3	5	5	16	15	6	11	3	10			40	44	84	52.4%
dpkofsld	1						5	1	9	1	9	9	11	14	4	2			39	27	66	40.9%
eca	1					1	9	3	28	3	24	13	31	14	10	4			103	38	141	27.0%
ece		1					6	3	15	5	20	6	17	4	6	6			64	25	89	28.1%
eclac	1				1		5	6	15	5	30	12	23	15	17	9			92	47	139	33.8%
escap	1						9	2	18	5	33	9	18	11	9	17			88	44	132	33.3%
escwa		1				1	5	2	17	3	19	6	5	11	3	5			49	29	78	37.2%
interorg					1				1	1				2	1				3	3	6	50.0%
ocha	1				3	1	3		9	4	5	4	8	8		5			29	22	51	43.1%
odccp	1				2		1	1	13		13	9	11	8	1	8			42	26	68	38.2%
ohchr		1	1		1		1	2	7	5	16	5	14	17	5	7			45	37	82	45.1%
oios	1						2	2	6	3	16	9	10	4	4	5			39	23	62	37.1%
oia	1		1		2	1	4	3	10	5	9	7	13	8	4	9			44	33	77	42.9%
osg	1	1	1	1	2	3	2	1	5	2	4	1	1	3		1			16	13	29	44.8%
regcom								1	1					1					1	2	3	66.7%
uncc			1		1		1												3	0	3	0.0%
unchs				1			2	2	3	1	10	5	7	1	1	2			23	12	35	34.3%
unctad	1		1		3		13	2	32	8	33	12	33	25	17	10			133	57	190	30.0%
unep	1				2		2	1	1	3	4	4	1	1	1	1			12	10	22	45.5%
unfip					1				1			1							2	1	3	33.3%
unmovic								1	1					1					1	2	3	66.7%
unog	1				1	1	6	3	6	5	11	9	18	11	7	10			50	39	89	43.8%
unolp	1								1	1			1	1					3	2	5	40.0%
unon							1		2		4	4	4	2	2	2			13	8	21	38.1%
unov					1	1	2	2	7	2	7	3	4	4	3				24	12	36	33.3%
Total	19	4	13	4	56	17	132	82	312	149	422	266	347	286	161	175			1462	983	2445	40.2%

TABLE 8

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT BY DEPARTMENT OR OFFICE AND GRADE

B. STAFF IN THE PROFESSIONAL CATEGORY IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
(AS OF 30 JUNE 2001)

DEPARTMENT/ OFFICE	P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percent Women
	M	F	M	F	M	F	M	F	M	F	M	F		
dda														
desa											296	199	495	40.2%
dgaacs	54	38	118	67	115	85	9	9						
dm														
dm/ocss														
dm/ohrm												1	1	100.0%
dm/oppba		1												
dpa					1						1		1	
dpi														
dpko											1	2	3	66.7%
dpkofald	1			1		1					8	3	11	27.3%
eca			2	2	5	1	1				1	2	3	66.7%
ece					1	2					2	6	8	75.0%
eclac				2	1	3	1	1			16	2	18	11.1%
escap	1		5	1	9		1	1			5	2	7	28.6%
escwa			3	1	2	1								
interorg														
ocha														
odccp														
ohchr														
olos												5	5	100.0%
ola				1		3		1						
osg														
osrsgcac														
regcom														
uncc														
unchs												1	1	100.0%
unctad						1						1	2	50.0%
unep			1			1								
unfip											147	78	225	34.7%
unog	22	21	67	35	56	20	2	2						
unolp											18	8	26	30.8%
unon			9	2	7	5	2	1			34	20	54	37.0%
unov	3	2	21	14	10	3		1						
unmovic														
Total	81	62	226	126	207	126	16	16			530	330	860	38.4%

TABLE 8

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT
BY DEPARTMENT OR OFFICE AND GRADE

C. STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
(AS OF 30 JUNE 2001)

DEPARTMENT/	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND	Percent
OFFICE	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	TOTAL	Women
dda	1				2		1	1	4	6	4	2	3	1	2	1			17	11	28	39.3%
desa	1		1	1	7	3	16	11	28	27	36	37	27	24	17	16			133	119	252	47.2%
dgaacs	1		1		3		7	7	61	42	125	73	119	93	10	11			327	226	553	40.9%
dm	1				2		4	2	3	7	2	3	2	3	1	2			15	17	32	53.1%
dm/ocss			1		2		4	3	12	3	21	9	19	3	11	6			70	24	94	25.5%
dm/ohrm				1	1	2	2	1	5	7	11	12	7	7	4	3			30	33	63	52.4%
dm/oppba			1		4		2	2	7	8	12	17	11	13	6	7			43	47	90	52.2%
dpa	1		2		5	2	7	6	13	8	15	9	8	7	3	4			54	36	90	40.0%
dpi					5	1	7	8	20	13	31	28	31	43	18	21			112	114	226	50.4%
dpko	1		2		4		3	3	5	5	16	15	6	11	3	10			40	44	84	52.4%
dpkofald	1						5	1	10	1	9	10	11	15	4	2			40	29	69	42.0%
eca	1					1	9	3	28	3	26	15	36	15	11	4			111	41	152	27.0%
ece		1					6	3	15	5	20	6	18	6	6	6			65	27	92	29.3%
eclac	1				1		5	6	15	5	30	14	24	18	18	10			94	53	147	36.1%
escap	1						9	2	19	5	38	10	27	11	10	18			104	46	150	30.7%
escwa		1				1	5	2	17	3	22	7	7	12	3	5			54	31	85	36.5%
interorg					1				1	1				2	1				3	3	6	50.0%
ocha	1				3	1	3		9	4	5	4	8	8		5			29	22	51	43.1%
odccp	1				2		1	1	13		13	9	11	8	1	8			42	26	68	38.2%
ohchr		1	1		1		1	2	7	5	16	5	14	17	5	7			45	37	82	45.1%
oios	1						2	2	6	3	16	9	10	4	4	5			39	23	62	37.1%
ola	1		1		2	1	4	3	10	5	9	8	13	11	4	10			44	38	82	46.3%
osg	1	1	1	1	2	3	2	1	5	2	4	1	1	3		1			16	13	29	44.8%
osrsgcac																			0	0	0	0.0%
regcom									1	1				1					1	2	3	66.7%
uncc			1		1		1												3	0	3	0.0%
unchs				1			2	2	3	1	10	5	7	1	1	2			23	12	35	34.3%
unctad	1		1		3		13	2	32	8	33	12	33	26	17	10			133	58	191	30.4%
unep	1				2		2	1	1	3	5	4	1	2	1	1			13	11	24	45.8%
unfip					1				1			1							2	1	3	33.3%
unog	1				1	1	6	3	28	26	78	44	74	31	9	12			197	117	314	37.3%
unoip	1								1	1			1	1					3	2	5	40.0%
unon							1		2		13	6	11	7	4	3			31	16	47	34.0%
unov					1	1	2	2	10	4	28	17	14	7	3	1			58	32	90	35.6%
unmovic								1	1					1					1	2	3	66.7%
Total	19	4	13	4	56	17	132	82	393	211	648	392	554	412	177	191	0	0	1992	1313	3305	39.7%

TABLE 8

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT BY DEPARTMENT OR OFFICE AND GRADE

D. STAFF IN THE GENERAL SERVICE AND RELATED CATEGORIES

(AS OF 30 JUNE 2001)

DEPARTMENT/ OFFICE	GENERAL SERVICE					OTHERS a/				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
dda	20	87.0%	3	13.0%	23					
desa	225	76.3%	70	23.7%	295					
dgaacs	336	62.3%	203	37.7%	539	5	5.7%	82	94.3%	87
dm	42	80.8%	10	19.2%	52					
dm/ocss	151	49.7%	153	50.3%	304	20	7.1%	262	92.9%	282
dm/ohrm	103	83.7%	20	16.3%	123	1	100.0%			1
dm/oppba	121	68.8%	55	31.3%	176					
dpa	86	88.7%	11	11.3%	97	1	25.0%	3	75.0%	4
dpi	293	64.3%	163	35.7%	456	29	48.3%	31	51.7%	60
dpko	126	69.6%	55	30.4%	181	2	15.4%	11	84.6%	13
dpkofald	230	63.9%	130	36.1%	360	309	20.8%	1177	79.2%	1486
eca	176	52.1%	162	47.9%	338	1	25.0%	3	75.0%	4
ece	60	82.2%	13	17.8%	73					
eclac	181	61.4%	114	38.6%	295					
escap	235	63.7%	134	36.3%	369			2	100.0%	2
escwa	85	53.8%	73	46.2%	158					
interorg	13	100.0%			13					
ocha	60	80.0%	15	20.0%	75					
odccp	88	81.5%	20	18.5%	108					
ohchr	54	85.7%	9	14.3%	63					
olos	32	80.0%	8	20.0%	40					
ola	63	94.0%	4	6.0%	67					
osg	39	83.0%	8	17.0%	47					
osrsgcac	2	66.7%	1	33.3%	3					
regcom	2	66.7%	1	33.3%	3					
uncc	60	65.2%	32	34.8%	92					
unchs	80	77.7%	23	22.3%	103					
unctad	130	79.8%	33	20.2%	163					
unep	274	80.1%	68	19.9%	342					
unfip	4	57.1%	3	42.9%	7					
unog	374	47.8%	409	52.2%	783					
unolp	42	79.2%	11	20.8%	53					
unon	179	48.0%	194	52.0%	373					
unov	154	42.3%	210	57.7%	364					
unmovic	8	42.1%	11	57.9%	19					
Total	4108	62.9%	2426	37.1%	6534	368	19.0%	1571	81.0%	1939

a/ Includes Field Service, Security Service, Trades and Crafts staff and Public Information Assistants.

TABLE 8

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT
BY DEPARTMENT OR OFFICE AND GRADE
E. ALL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES
(AS OF 30 JUNE 2001)

Department/ Office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percent Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
dda	1				2		1	1	4	6	4	2	3	1	2	1			17	11	**28**	39.3%
desa	1		1	1	7	3	17	11	28	27	37	37	27	25	18	16			136	120	**256**	46.9%
dgaacs	1		1		3		7	7	61	42	125	73	119	93	10	11			327	226	**553**	40.9%
dm	1				2		4	2	4	7	3	3	2	3	1	3			17	18	**35**	51.4%
dm/ocss			1		2		5	3	15	3	23	12	26	7	11	6			83	31	**114**	27.2%
dm/ohrm				1	1	2	2	1	5	7	14	12	8	7	4	3			34	33	**67**	49.3%
dm/oppba			1		4		2	3	8	8	14	18	15	16	7	8			51	53	**104**	51.0%
dpa	2		3		7	2	7	6	16	10	18	9	10	8	5	5	1		69	40	**109**	36.7%
dpi					5	1	7	8	20	13	31	28	31	44	18	22			112	116	**228**	50.9%
dpko	2		2		5		5	3	16	6	59	22	49	25	4	11			142	67	**209**	32.1%
dpkofald	8		17		21		38	7	107	12	342	87	358	124	163	102	11	18	1065	350	**1415**	24.7%
eca	1					1	9	3	28	3	26	15	37	15	12	5			113	42	**155**	27.1%
ece		1					6	3	15	5	20	6	18	6	6	6			65	27	**92**	29.3%
eclac	1				1		5	6	15	5	31	14	24	18	18	11			95	54	**149**	36.2%
escap	1						9	2	19	5	38	10	27	11	10	18			104	46	**150**	30.7%
escwa		1				1	5	2	17	3	23	7	7	12	3	5			55	31	**86**	36.0%
interorg					2		3		1	2		2	1	2	1				8	6	**14**	42.9%
ocha	1				3	1	4		12	4	9	5	11	9		6			40	25	**65**	38.5%
odccp	1				2		10	3	23	4	25	14	14	20	3	13			78	54	**132**	40.9%
ohchr		1	1		2		1	2	8	7	18	5	17	17	6	9			53	41	**94**	43.6%
oios	1					1	3	2	7	3	22	12	11	5	5	6			49	29	**78**	37.2%
ola	1		1		2	1	4	3	11	5	10	8	13	11	4	10			46	38	**84**	45.2%
osg	1	1	2	1	3	3	2	1	6	2	7	2	2	5	1	2			24	17	**41**	41.5%
osrsgcac	1											2	1	1					2	3	**5**	60.0%
regcom								1	1					1					1	2	**3**	66.7%
uncc			1		2		4		3	3	9	8	40	18	15	20	1	1	75	50	**125**	40.0%
unchs				1			3	2	7	2	13	5	11	4	2	4			36	18	**54**	33.3%
unctad	1		1		4		13	2	32	8	34	12	34	26	17	10			136	58	**194**	29.9%
unep	1		1		8	1	33	6	36	8	70	28	43	35	11	16		1	203	95	**298**	31.9%
unflp					1				1		1	4							3	4	**7**	57.1%
unog	1				1	2	7	3	29	26	80	45	76	32	9	13			203	121	**324**	37.3%
unoip	1				1		1		1	1	3	3	2	2	2	2			11	8	**19**	42.1%
unon							2		3		24	9	15	15	9	6			53	30	**83**	36.1%
unov					1	1	2	2	10	4	30	18	14	7	3	1			60	33	**93**	35.5%
unmovic	1						4	2	13	3	12	1	6	3					36	9	**45**	20.0%
Total	30	4	33	4	92	20	225	97	582	244	1175	538	1072	628	380	351	13	20	3602	1906	**5508**	**34.6%**

TABLE 9
STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND GRADE
(30 June 1997 - 30 June 2001)

Country of Nationality	USG					ASG					D-2					D-1					Total				
	97	98	99	00	01	97	98	99	00	01	97	98	99	00	01	97	98	99	00	01	97	98	99	00	01
Afghanistan			0	0	0			0	0	0			0	0	0			0	0	1			0	0	1
Algeria			0	0	0			0	0	0	1	1	1	1	1	4	4	4	5	5	5	5	5	6	6
Antigua and Barbuda			0	0	0			0	0	0			0	0	0		1	1	1	1		1	1	1	1
Argentina			0	0	0			0	0	0	1	1	2	2	3	2	1	3	4	3	3	2	5	6	6
Australia			0	0	0			0	0	0	1	1	2	2	2	6	5	4	4	3	7	6	6	6	5
Austria			0	0	0			0	0	0			0	0	0	2	2	2	2	2	2	2	2	2	2
Bahamas			0	0	0			0	0	0			0	0	0		1	1	0	0		1	1	0	0
Bangladesh			0	0	0			0	0	0			0	0	0	2	3	3	2	2	2	3	3	2	2
Barbados			0	0	0			0	0	0			0	0	0			1	0	0			1	0	0
Belgium			0	0	0			0	0	0	1	1	1	1	1	2	3	3	3	4	3	4	4	4	5
Benin			0	0	0			0	0	0			0	0	0	1	1	0	0	0	1	1	0	0	0
Bolivia			0	0	0			0	0	0			0	0	0	1	1	0	0	0	1	1	0	0	0
Brazil	1	2	2	2	2			0	0	0			0	0	0	2	2	3	3	2	3	4	5	5	4
Burkina Faso			0	0	0			0	0	0		1	0	0	0	1	1	1	1	1	1	2	1	1	1
Cameroon			0	0	0			0	0	0			0	0	0	1	2	2	2	2	1	2	2	2	2
Canada	1	1	1	1	1			0	0	0	1	1	3	3	2	4	4	2	2	3	6	6	6	6	6
Chile			0	0	0		2	2	2	2	2		1	1	1	4	4	3	3	3	6	6	6	6	6
China	1	1	1	1	1			0	0	0	2	2	1	1	1	4	5	5	6	7	7	8	7	8	9
Colombia		1	1	1	1			0	0	0			0	0	0			0	0	0		1	1	1	1
Costa Rica			0	0	0			0	0	0			0	0	0		1	1	1	1		1	1	1	1
Cuba			0	0	0			0	0	0		1	1	1	1			0	0	0		1	1	1	1
Cyprus		1	1	1	1	1		0	0	0			0	1	1	2	2	2	1	1	3	3	3	3	3
Czech Republic			0	0	0			0	0	0			1	1	1			0	0	0			1	1	1
Democratic Republic of the Congo			0	0	0			0	0	0			0	0	0	1		0	0	0	1		0	0	0
Denmark			0	0	0			0	0	0			0	0	0	1	1	1	2	1	1	1	1	2	1
Ecuador			0	0	0			0	0	0			0	0	0			0	0	1			0	0	1
Egypt	1	1	1	1	1			0	0	0	2	2	2	2	2	4	4	4	5	6	7	7	7	8	9
Ethiopia			0	0	0			0	0	0			0	1	1	1	1	2	1	2	1	1	2	2	3
Fiji			0	0	0			0	0	0			0	0	0	2	1	1	1	0	2	1	1	1	0
Finland			0	0	0			0	0	0			0	0	0	1	1	1	1	1	1	1	1	1	1
France	2	2	2	1	1			0	0	0	4	4	6	5	6	10	9	9	9	10	16	15	17	15	17
Gambia			0	0	0	1		0	0	0	1	1	1	1	2	2	2	2	3	2	4	3	3	4	4
Germany	1	2	2	1	1	1		0	0	0	3	3	3	2	3	11	9	7	9	10	16	14	12	12	14

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Country of Nationality	USG					ASG					D-2					D-1					Total				
	97	98	99	00	01	97	98	99	00	01	97	98	99	00	01	97	98	99	00	01	97	98	99	00	01
Ghana	1	1	1	1	1			0	0	0			0	0	0	2	2	1	0	0	3	3	2	1	1
Guatemala	1		0	0	0			0	0	0			0	0	0			1	0	0	1		1	0	0
Guinea			0	0	0	1		0	0	0	1	1	0	0	0			0	0	0	2	1	0	0	0
Guyana			0	0	0			1	1	2	2	2	0	0	0	1	3	4	3	2	3	5	5	4	4
Haiti			0	0	0	1	1	1	1	0			0	0	1	1	1	1	1	0	2	2	2	2	1
Hungary			0	0	0			0	0	0			0	0	0			0	1	1			0	1	1
Iceland			0	0	0			0	0	0			1	1	1	1	1	0	0	0	1	1	1	1	1
India	1	2	1	1	1			0	0	0		1	1	1	2	2	1	2	2	3	3	4	4	4	6
Indonesia	1	1	1	1	0			0	0	0			0	0	0	1	1	1	1	1	2	2	2	2	1
Iran (Islamic Republic of)			0	0	0			0	0	0			0	0	0	1	1	1	2	2	1	1	1	2	2
Iraq			0	0	0			0	0	0			0	0	0	2	2	2	2	2	2	2	2	2	2
Ireland		1	1	1	1	1		0	0	0			0	0	0	3	2	2	2	2	4	3	3	3	3
Israel			0	0	0			0	0	0			0	0	0	1	2	1	1	1	1	2	1	1	1
Italy	1	1	1	1	1		1	1	1	1	4	3	5	4	3	5	5	4	6	5	10	10	11	12	10
Jamaica			0	0	0	1	1	1	1	1	1		0	0	0			0	0	0	2	1	1	1	1
Japan	1	1	1	1	1		1	1	1	1	1	2	1	1	0	3	4	4	2	5	5	8	7	5	7
Jordan			0	0	0			0	0	0			0	0	0	1	1	2	1	1	1	1	2	1	1
Kenya			0	0	0			0	0	0			2	1	1	2	2	0	0	1	2	2	2	1	2
Kuwait			0	0	0			0	0	0			1	1	1			0	0	0			1	1	1
Lebanon			0	0	0	1		0	0	0			0	0	0	1		0	1	1	2		0	1	1
Liberia			0	0	0			0	0	0			0	0	0	1		0	0	1	1		0	0	1
Libyan Arab Jamahiriya			0	0	0			0	0	0			0	0	0	1		0	0	0	1		0	0	0
Malaysia			0	0	0		1	1	1	1			0	1	1	1	2	1	1	3	1	3	2	3	5
Mali			0	0	0			0	0	0		1	1	1	1			0	0	0		1	1	1	1
Malta			0	0	0			0	0	0			0	0	0	3	2	1	1	1	3	2	1	1	1
Mauritania			0	0	0			0	0	0			0	0	0			1	1	1			1	1	1
Mauritius			0	0	0	1	1	1	1	1	1	2	2	2	2	1		0	0	0	3	3	3	3	3
Mexico			0	0	0			0	0	0			0	0	0			2	2	3			2	2	3
Morocco			0	0	0			0	0	0			0	0	0	2	2	1	1	2	2	2	1	1	2
Mozambique			0	0	0			0	0	0			0	0	0			0	1	1			0	1	1
Myanmar			0	0	0			0	0	0			0	0	0	1	1	1	1	1	1	1	1	1	1
Netherlands			0	0	0			0	0	0	2	2	0	0	0	2	1	2	3	3	4	3	2	3	3
New Zealand			0	0	0			0	0	0	1	1	2	2	2	2	2	2	2	2	3	3	4	4	4
Nicaragua			0	0	0			0	0	0			0	0	0	1	1	1	0	0	1	1	1	0	0

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Country of Nationality	USG					ASG					D-2					D-1					Total				
	97	98	99	00	01	97	98	99	00	01	97	98	99	00	01	97	98	99	00	01	97	98	99	00	01
Niger			0	0	0			0	0	0			0	0	0	1	1	1	1	1	1	1	1	1	1
Nigeria			0	0	0			0	0	0			0	0	0	4	3	2	2	2	4	3	2	2	2
Oman			0	0	0			0	0	0	1	1	1	1	1	1	1	1	1	1	2	2	2	2	2
Pakistan	1	1	1	1	1			0	0	0	2	2	2	2	2	1	1	1	1	1	4	4	4	4	4
Panama			0	0	0			0	0	0	1	1	1	1	1			0	0	0	1	1	1	1	1
Paraguay			0	0	0			0	0	0			0	0	0	1	1	1	1	0	1	1	1	1	0
Peru			0	0	0	1	1	1	0	0			0	0	1	2	1	2	2	3	3	2	3	2	4
Philippines			0	0	0			0	0	0			0	0	0	1	1	2	2	2	1	1	2	2	2
Poland			0	0	1			0	0	0			1	1	0			0	0	0			1	1	1
Qatar			0	0	0			0	0	0			0	0	0		1	1	0	0		1	1	0	0
Republic of Korea			0	0	1		1	1	0	0			0	0	0			0	0	0		1	1	0	1
Romania			0	0	0			0	0	0	1		0	0	0			0	0	0	1		0	0	0
Russian Federation	1	1	1	1	1			0	0	0	1	1	3	3	3	8	8	6	6	7	10	10	10	10	11
Saint Lucia			0	0	0			0	0	0			0	0	0		1	1	1	1		1	1	1	1
Saudi Arabia			0	0	0			0	0	0	1	1	0	0	0	1	1	1	1	1	2	2	1	1	1
Senegal			0	0	0	1	1	1	1	1	1	2	1	1	2	1	1	1	1	1	3	4	3	3	4
Sierra Leone			0	0	0			0	0	0			0	1	1	2	1	0	0	0	2	1	0	1	1
Singapore			0	1	1			0	0	0		1	1	1	2	2	1	3	4	3	2	2	4	6	6
Slovenia			0	0	0			0	1	1			0	0	0			0	0	1			0	1	2
Somalia			0	0	0			0	0	0			0	0	0	1	1	1	1	1	1	1	1	1	1
Spain			0	0	0			0	0	0	1	1	1	1	0	1	2	3	3	3	2	3	4	4	3
Sri Lanka		1	1	1	1			0	0	0	1	1	0	0	0	1		0	0	0	2	2	1	1	1
Sudan			0	0	0			0	0	0			0	0	0	2	1	2	2	1	2	1	2	2	1
Swaziland			0	0	0			0	0	0			0	0	0		1	1	1	1		1	1	1	1
Sweden	1	1	1	1	1			0	0	1	1	2	2	2	0	2	3	2	2	2	4	6	5	5	4
Thailand			0	0	0			0	0	0			0	0	0	1	1	1	1	1	1	1	1	1	1
Togo			0	0	0			0	0	0			0	0	1	1	1	1	1	0	1	1	1	1	1
Trinidad and Tobago			0	0	0			0	0	0			0	0	0		1	2	2	1		1	2	2	1
Tunisia			0	0	0	1	1	1	1	1	1	1	1	1	1	3	2	2	2	2	5	4	4	4	4
Turkey			0	0	0			0	0	0	1	1	1	1	1	1	2	3	3	5	2	3	4	4	6
Uganda			0	0	0			0	0	0	1	1	1	1	1	3	2	2	2	3	4	3	3	3	4
Ukraine			0	0	0			0	0	0			0	0	0	1	1	0	0	0	1	1	0	0	0
United Kingdom of Great Britain and Northern Ireland	1	1	1	1	1		1	2	1	1	5	4	4	3	4	11	11	10	11	12	17	17	17	16	18
United Republic of Tanzania			0	0	0			0	0	1	1	1	2	2	0	2	2	0	0	0	3	3	2	2	1

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Country of Nationality	USG					ASG					D-2					D-1					Total				
	97	98	99	00	01	97	98	99	00	01	97	98	99	00	01	97	98	99	00	01	97	98	99	00	01
United States of America	1	1	1	1	1	2	1	2	2	2	10	8	6	6	7	37	38	41	34	33	50	48	50	43	43
Uruguay			0	0	0			0	0	0			1	1	1	2	2	2	2	1	2	2	3	3	2
Vanuatu			0	0	0			0	0	0			0	0	0			0	0	1			0	0	1
Venezuela			0	0	0		1	0	0	0			0	0	0	1	1	0	0	0	1	2	0	0	0
Yemen			0	0	0			0	0	0			0	0	0	2	1	1	1	1	2	1	1	1	1
Yugoslavia			0	0	0			0	0	0	1	1	0	0	0	1	1	1	1	1	2	2	1	1	1
Zambia			0	0	0			0	0	0			0	0	0	1	1	0	1	1	1	1	0	1	1
Zimbabwe			0	0	0			0	0	0			0	0	0	1	1	1	1	0	1	1	1	1	0
Subtotal	*18*	*24*	*23*	*22*	*23*	*14*	*15*	*17*	*15*	*17*	*63*	*64*	*70*	*69*	*72*	*213*	*209*	*205*	*203*	*213*	*308*	*312*	*315*	*309*	*325*
Others																									
Palestine			0	0	0			0	0	0			0	0	0			0	0	0			0	0	0
Stateless			0	0	0			0	0	0			0	0	0			0	0	0			0	0	0
Switzerland			*0*	*0*	*0*			*0*	*0*	*0*		*1*	*1*	*1*	*1*	*1*		*0*	*1*	*1*	*1*	*1*	*1*	*2*	*2*
Economic Grouping																									
Developing Countries	*8*	*12*	*11*	*12*	*12*	10	*11*	*11*	*9*	*10*	25	*29*	*28*	*31*	*37*	99	*96*	*100*	*98*	*102*	142	*148*	*151*	*150*	161
Other countries	*10*	*12*	*12*	*10*	*11*	4	*4*	*6*	*6*	*7*	38	*36*	*43*	*39*	*35*	115	*113*	*105*	*106*	*111*	167	*165*	*165*	*161*	164
Total	18	24	23	22	23	14	15	17	15	17	63	65	71	70	73	214	209	205	204	214	309	313	316	311	327

United Nations A/56/[illegible] S/2001/1021

General Assembly
Security Council

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29 October 2001
English
Original: French

General Assembly
Fifty-sixth session
Agenda item 166
Measures to eliminate international terrorism

Security Council
Fifty-sixth year

Letter dated 24 October 2001 from the Permanent Representative of Senegal to the United Nations addressed to the Secretary-General

On instructions from my Government, I have the honour to transmit to you herewith, the text of the Dakar Declaration against Terrorism (see annex), adopted at the African conference on terrorism, held in Dakar on 17 October 2001, on the initiative of Mr. Abdoulaye Wade, President of the Republic of Senegal.

I should be extremely grateful if you would have this Declaration distributed as a document of the General Assembly under agenda item 166 and of the Security Council.

(*Signed*) Papa Louis **Fall**
Ambassador

01-60903 (E) 311001 011101

A/56/513
S/2001/1021

Annex to the letter dated 24 October 2001 from the Permanent Representative of Senegal to the United Nations addressed to the Secretary-General

[Original: English and French]

DAKAR DECLARATION AGAINST TERRORISM

We, Heads of State and Government and Representatives of the following countries:

1. Algeria
2. Benin
3. Burkina Faso
4. Burundi
5. Cameroon
6. Cape Verde
7. Chad
8. Comoros
9. Côte d'Ivoire
10. Djibouti
11. Egypt
12. Equatorial Guinea
13. Gabon
14. Gambia
15. Ghana
16. Guinea Bissau
17. Libya
18. Mali
19. Mauritania
20. Morocco
21. Nigeria
22. Senegal
23. Sierra Leone
24. Sudan
25. Togo
26. Tunisia
27. Uganda

Meeting in Dakar on October 17, 2001,

Seriously Concerned about the development of terrorism, which still constitutes an unacceptable infringement of the most essential human rights and democracy; and a threat to world peace and security;

Dismayed by the extent and gravity of terrorist activities worldwide, including those that took place in the United States of America on September 11, 2001;

Desirous of expressing our solidarity and condolence to the United States for the tragedy of September 11, 2001;

Convinced of the necessity to make Africa a continent where every act of terrorism and abetment of terrorism must be banned without any restriction based on political, philosophical, ideological, racial, ethnic, religious or other considerations;

Considering the Conventions of the United Nations Organisation and of the Organisation of African Unity/African Union on the fight against terrorism, as well as the relevant United Nations resolutions, particularly, the Security Council Resolutions 1368 of September 12, 2001 and 1373 of September 28, 2001;

Anxious to strengthen inter-state cooperation and coordination in the fight against all forms of terrorism, whether it be perpetrated by individuals, groups, or States;

Strongly condemn any act of terrorism, be it perpetrated in the African continent or in any other part of the world;

Appeal to all African countries to ratify as a matter of urgency the OAU Convention on the Prevention and Combating of Terrorism and similar UN instruments, and to take legal, diplomatic, financial, and other measures to fight terrorism at national, sub-regional, regional, and global levels;

Recommend that OAU convene an extraordinary summit to discuss the progress so far made in Africa in the fight against terrorism and to ensure that the post September 11, 2001 events and their

consequences have the least possible adverse impact on the development of Africa, in particular on the implementation of the New African Initiative.

Consider all the proposals of the Dakar Meeting as important achievements intended to prepare and enrich the discussions to be held, at the earliest convenience, on the Prevention of and Fight Against Terrorism;

Take note, in this respect, of the Pact formulated and proposed by Senegal as well as the discussions and proposals of the Meeting which will be made available to the OAU for the formulation and adoption of an additional Protocol to the Convention in consultation with the States parties thereto, in accordance with the provisions of Article 21 of the said Convention;

Congratulate, finally, His Excellency Maître Abdoulaye WADE, President of the Republic of Senegal on his timely initiative which has enabled African States represented at a very high-level to hold broad consultations and take a common stand against terrorism and for peace and security in Africa.

Done in Dakar, on October 17, 2001